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CAUT ACPU

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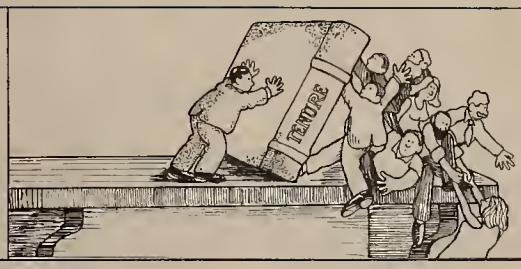
B.C.'s actions not restraint but revenge

by Donald C. Savage



Murray Long

Is the British Columbia government attempting to abolish academic tenure in the universities of the province?

Yes, said Provincial Secretary Jim Chabot to the *Vancouver Sun* in a news story appearing August 11. No, said Patrick McGeer, the Minister for Universities, in the same story.

Well, only for new professors, not existing ones, Mr. Chabot told the *Globe and Mail* on August 13. Perhaps the legislation does not apply to the universities at all, suggested a senior civil servant concerned with the issue in off-the-record remarks to the president of the UBC faculty association.

Good professors neither need or want tenure, observed Dr. McGeer, a professor himself, who carefully arranged that his lengthy political leave from UBC was with tenure, and whose laboratory was advertising for new professors for tenure track positions at the same time as he was indulging in his anti-tenure oratory.

Seldom can a government have so trifled with the fundamental contractual arrangements of a province's university professors. What indeed has happened?

On July 7, the Social Credit government introduced its first budget since the May provincial election, along with a package of 26 bills ostensibly designed to promote restraint. In fact, the legislation was clearly intended for other purposes. Not restraint but revenge, said the British Columbia Federation of Labour.

The bill with the most notoriety to date has been Bill 3, the Public Sector Restraint Act, which, in its original form, would have allowed all public sector employers including the universities to fire anyone without cause.

In the case of universities, the province already had the unfettered right to cut the university budget anytime — a right which it exercised in the middle of the previous financial year. Thus, as the President of UBC and many others pointed out, the new powers were not needed for financial restraint, but rather involved a crude and dictatorial intrusion into the affairs of the universities.

In fact, a great many of the bills seemed, on examination, to be aimed chiefly at centralizing power in the hands of the Social Credit ministers — a form of 1980s Duplessisism. This was very evident in the government's attempt to dismantle human rights, destroy the powers of school boards and regional government institutions, and cripple the budgets of other bodies such as the Ombudsman.

None of this, as many local critics said, seemed to have much to do with conservatism, which traditionally distrusts the centralization of power by governments and favours strong countervailing forces tc the politicians in power. Nor did it seem possible to square the cavalier tearing up of professorial and other contracts with any notion of conservative thinking.

In this regard, the P.C.'s Brian Mulroney put some distance between himself and the Bennett regime while he was campaigning this summer in the by-election in Mission-Port Moody. The message from the new leader was clear — a contract is a contract and a

p. 7

University underfunding will squeeze out women and lower income students

by Richard Bellaire and Helen Baxter

"Every student of ability and ambition who wishes to proceed to university will have the opportunity regardless of their financial means".

Lt. Governor J.K. McKay, Ontario, Speech from the Throne, January 26, 1960.

"The definition of accessibility which was established in the very early 1960's failed to take into account the alternative post-secondary institutional establishments that have been built since that time. I think our capability to address the needs of most secondary graduates...is that there will be a place in post-secondary institutions for them and I think that is reasonable accessibility".

Ontario Education Minister Bette Stephenson, August 23, 1983

Is the Ontario government's commitment to accessibility to higher education for all qualified persons in the province in the process of being thrown out the window?

The recent statement quoted above by Ontario's Minister of Universities and Colleges, Bette Stephenson, would seem to suggest that the government is indeed considering a policy change with regard to accessibility.

The reason for this apparent shift in policy is not hard to find.

It is an inevitable result of Ontario's insufficient financing of its university system. The minister is sacrificing accessibility for economy.

The pattern of increased accessibility to higher education and an expanded university system with the present reversal toward retrenchment is not unique to Ontario. It is happening in all parts of the country.

In the 1940's, student enrolment at Canadian universities increased by 88 percent. Though significant in itself, that increase was from a very small base. Then, in the 1960s, Canada entered an era of expanded opportunities in higher education and total enrolments at our universities jumped by 320.4 percent for the decade. This level of increase did not hold in the 1970s, but even here, enrolment increased by 44 percent over the decade.

It is widely believed that the significant jump in enrolment in the 1960s was due exclusively to the dramatic increase during that period in the number of 18 to 24 year olds — the "baby boom" generation. While this was a factor, the real reason for the jump

p. 8

CAUT ACPU

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LETTERS LETTRES

Misleading

Your lead article "Six and five lid on education spending a disaster, says CAUT" (May '83 *Bulletin*) is very misleading in its portrayal of the funding of universities. The impression is given that federal funds, earmarked for post secondary education, are indeed being transferred by the provinces to our institutions of higher learning! As you must be aware, such is not, and has not been the case for many years.

The Ontario government, for one, has consistently cut back its grants to the universities during the period of the past decade. These institutions have continually received a dwindling share of the transfer payment grants as is well known.

However, on at least two occasions, Gerald Regan, formerly our federal minister of intergovernmental affairs, publicly denounced our provincial government for not upholding the spirit of the transfer payment agreement. He warned the provinces that monies allocated for post secondary institutions might be reduced if the provinces continued to flaunt that accord. His pleas, of course, went unheeded.

Unfortunately, the universities remained disturbingly silent in the aftermath of his pronouncements. The Ontario government could have been subjected to considerable political stress and embarrassment if public actions had been taken by our university and association leaders.

R. M. Korol
Department of Civil Engineering
McMaster University

Editor's note: The article in question did state that federal funds for post secondary education are transferred along with funds for hospitalization and medicare in block grants to the provinces, but that there is no guarantee that the provinces will spend the money in the designated areas. Professor Korol is correct in stating that, in fact, many do not. Ontario is a conspicuous offender in this regard.

The *Bulletin* has explored this problem on many occasions in past issues. See in particular the 1982 Special Edition, "Our universities in crisis", published in March; also "The future of university funding in Canada" by Philip Welch, page 1, February 1983.

Confirmed suspicion

I was delighted to read John McMurtry's "Boom at the Top" in your recent issue. It confirmed a suspicion I'd long held. How else are we to explain the fact that so many graduate students who can't get academic jobs end up in university administration. Too bad university accounts can't be unscrambled into the productive/unproductive categories. Some follow-up analysis would be nice.

Nicholas Griffin
Department of Philosophy
McMaster University

Outraged

Many people in this country are justifiably outraged that our high school system could tolerate for a long time a teacher who had doubts that the holocaust really happened.

Apparently, as the letter of Clarance J. Munford (*CAUT Bulletin*, April 1983) seems to suggest, there is at least one university professor of history who has doubts as to the partnership between the Soviet and Nazi regimes from 1939-41 and the sinister role played by the former in the unfortunate region where both powers were casting their oppressive shadows.

Pity the students whose instructors are so oblivious to the unpleasant (historical) reality which happens to contradict their fantasies.

L. A. Kosinski
Dept. of Geography
The University of Alberta

Big bad bosses

I must say how disappointed I am at your apparent unwillingness to exert any editorial discretion over the content of the material you print. In other scholarly journals with some pretensions to objectivity, editors, before printing the manuscripts of their authors, usually ask for at least some sort of corroboration or support for statements of alleged fact and are willing to point out the more glaring lapses in logic and passages of muddled writing. In the case of the article "Boom at the Top" by John McMurtry in the May *Bulletin*, however, it appears as though the absence of editorial guidance was almost total. I can scarcely recall reading such a piece of nonsense before in an otherwise serious minded publication.

Consider the following assertions by Prof. McMurtry:

"...the *fact* that universities are one of the most heavily administered professional bodies in our society" (emphasis mine)

that "upper-level academic and support staff salaries" have "no ceiling" and "do not reflect special job-competence but time of original hiring".

that campus police and fire forces are superfluous because they are in "publicly serviceable and security-guarded premises".

that expenditures on administrative and support services constitute a "large portion" of the university's budget.

"those whose interests lie in non-productive expenditures maintain exclusive control over the agendae and the data bases of final budget decisions"

"very little or none of the non-teaching and non-research expenditures previously referred to has been seriously touched in university cutbacks . . . because . . . teachers and researchers are in general accountable to the administrative hierarchy and the administrative hierarchy accountable to no one . . ."

"no university administration" has yet elected to freeze or reduce their salaries, expenditures, personal offices or prerequisites.

"while non-academic expenditures have been kept more or less unmentioned as possible areas of cost reduction, full scale attrition of entire academic departments has been implemented."

I could go on. And on, as the author did. But did it not seem to you, Mr. Editor, that it would have been a service to your readers to have the author (or *someone*) see if any of these claims are true even in part?

Even the author himself admits that there are no data on the issues he discusses, though characteristically, this is attributed to a conspiracy on the part of the cabal of corrupt, self-serving administrators who are the villains throughout.

(Actually, for some reason, they must be less villainous in Quebec since the *only* corroborative fact cited is one from that province noting that between 1971-79, FTE faculty increased 21 percent and "professionals—administrateurs" 50 percent. Old fuddy duddy afficionados of the quan-

p. 4

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Applications and nominations are invited for the position of Vice-President (Academic & Research), Dalhousie University. The University has more than 9,500 full- and part-time students, and 1,200 full- and part-time academic staff in Faculties of Arts and Science, Administrative Studies, Health Professions, Law, Medicine, Dentistry, and Graduate Studies.

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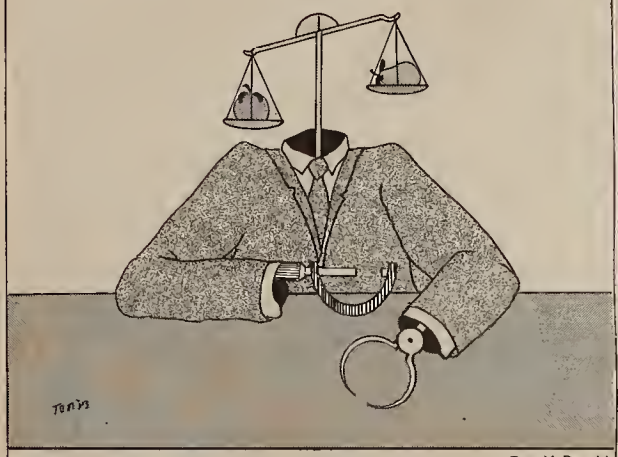
Commentary by Michael L. Skolnik

A measure of human experience



Tom McDonald

At first glance, the forced metrication of weights and measures in Canada does not seem an issue likely to spawn heated emotional reaction and fervent controversy. While many Canadians are irritated at having to learn a new system and feel that they may be occasional prey to overcharging, metrication is not an issue involving intense human suffering or threat to life or health. When considering the subject, images of impalings on meter sticks or self-immolation with gasoline that has been measured in litres do not readily spring to mind.

Yet, a widespread movement of vocal and vigourous opposition to metrication has emerged across the country. Small anti-metric conversion groups exist in a large number of Canadian cities, and one Toronto newspaper has collected tens of thousands of letters from the public objecting to meter rule. A handful of opposition MPs have lent their support to this movement, along with numerous Provincial politicians, including at least one Provincial Premier.

To a considerable extent, the anti-metric movement has coalesced around the support of two gas station proprietors in Toronto who have been arrested and charged with violating the law by giving customers the *option* of purchasing gas in litres or gallons. If convicted, Jack Halpert and Ray Christiansen face a possibility of fines up to $5,000 and/or up to 2 years imprisonment. The government has thus far chosen not to prosecute in similar gas station cases in Alberta and Ottawa, the latter involving a station run by several opposition MPs. This selectivity of prosecution raises serious questions about what appears to be a strategy of prosecuting only the most vulnerable, i.e. those who cannot defend themselves in Parliament, or whose provincial governments will not rally to their defense.

The other celebrated case of opposition to forced metrication involves a former federal civil servant who was fired for his vocal opposition to the government's metric maneuverings, in spite of the fact that his anti-metric work was done on his own time and had no relationship to his civil service responsibilities with Revenue Canada.

The organized opposition to forced metrication thus far has come mainly from what could best be described, with some over-generalization, as Canada's extreme right wing. The leading organizations in this movement have names like the Canadian Association for Free Expression, the Canadian Rights League, and the Libertarian Party of Canada. These are groups which heretofore have been concerned about liberal immigration policies, government deficits, welfare spending, defense cuts, and perhaps with greatest vehemence, French language rights. The opposition of these groups to the government's approach to metrication reflects their attitude to just about everything which the Liberal Government has ever done. They are not opposed to metrication, per se, but to the manner in which it is being brought in. As one speaker put it, "The metric system is like any other system, no better, no worse; what we object to is that Canadians are not being given a choice of systems". It is this issue of choice and concern about trampling of individual liberties which provides the basis of the right wing opposition to metrication.[1]

Even though I respect the position they have taken on the metric issue and have contributed to the funds which they have raised for the defense of Jack Halpert and Ray Christiansen, I cannot bring myself to ally with such right wing groups whom I disagree with on most other issues. Unfortunately, however, others along the political spectrum, to whom I could more readily relate, have not appreciated the significance of having metrication quietly forced upon us. I have searched in vain for signs of a more fundamental humanist value orientation in the opposition to the metric system. I think that there is a good case to be made from such a perspective, and I am dismayed that the only significant opposition to forced metrication has come from the extreme right, and not from liberal humanists.

When I made this point to liberal humanist friends, they looked at me as if I were crazy. "You've got to be kidding", they said, "with so many serious issues around, how can you waste time trifling with something so unrelated to peace, poverty, or human suffering"? This is similar to the reaction sometimes accorded those who labour on behalf of animal welfare, although it is a good deal easier to mobilize passion for threatened baby seals or whales than for the demise of inches, yards, and pounds. I appreciate this point, and I would not dedicate much personal time or effort to saving something which has the unfortunate title of "Imperial". Still our system of weights and measures has subtle influences on the way we conceptualize our experience, and the more we become prisoners of dehumanized thought systems, the more, in the long run, insensitive we will be to human values and issues.

My objection to the metric system is that it is de-humanizing and reflects the victory of rationality-based political control over the less orderly outcomes of individual human experience. The system which metrication replaces evolved out of millenia of human experience as individuals went about their daily business. The old system is based upon the form and features of the human body. When we use it, we retain a connection with our essential human characteristics. An inch corresponds to the end digit of the human thumb, a foot to the distance between elbow and wrist, a yard to the normal human pace. Measures of longer distance correspond to what the human eye can take in or what can be traversed in a particular period of time. Weights are based upon the types of containers which could be fashioned from local materials, were easy to carry, and convenient to hold.

The system was rooted in the experience of the ordinary person in his or her local community, not derived from a platinum bar in a vault in Paris (or based on the length of a pendulum that would beat 3,959.2 times in half an hour at Lyons, France). People did not have to be taught the system by experts, but grew up with it. The old system was not a rational system, but then neither was the human experience from which it evolved.

In this context, the switch to metric is but one more step in the process of invalidating ordinary human experience and substituting standardized, prepackaged,

p. 10

Professor Skolnik is Chairman of the Higher Education Group at the Ontario Institute for Studies in Education.

Wilfrid Laurier University

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The Search Committee for Vice President: Academic invites nominations and applications for the position of Vice President: Academic. The appointment will commence August 1, 1984, or at a mutually agreeable time. Candidates preferably should have an earned doctorate, teaching experience, and an appropriate background in administration and scholarship.

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Applications, accompanied by a résumé of qualifications and the names of three referees, should be submitted on or before October 31, 1983. All communications will be received in confidence.

Dr. John A. Weir, Chairman
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IN THIS ISSUE

B.C.'s actions not restraint but revenge....1
University underfunding will squeeze out women....1
Québec: la loi 19....9
Ontario: report could have impact on higher education....11
Bureaucratization, management style key problems....12
CAUT calls for changes in security service bill....12
Science under seige in Argentina....14
A new return to the Seven Liberal Arts....15
Academic Freedom & Tenure Committee reports....21

CAUT SPECIAL REPORT ON ACADEMIC FREEDOM

REGULAR FEATURES

Letters....2
Commentary....3
A Lobbyist's Notebook....8
Bargaining Talk....10
South of the Border....13
Books....17
Vacancies....25

LETTERS
LETTRES

titative and empirical methods will wryly note that there is no discussion of such matters as the stability of the definition of "professionals — administrators" over time and that, in any ease, percentage increases can be more than a little misleading if one does not mention the "n" on which they are based.)

Let me hasten to add that I am *not* an administrator myself (though, like thousands of colleagues, I have taken my turn at administrative duties) and do not have any more concrete data about the Canadian situation than your author did. I am, however, a long time student of matters administrative and would simply offer an alternative view of the "reality" of university administration.

University administrations are *not* monolithic, centralized entities. Power and influence in them is *highly* diffused among the Board of Governors, the Academic Senate, president, vice presidents, the faculty and staff unions or associations, deans, some key department chairpersons, a variety of university-wide and faculty committees and a few "grey eminence" individuals with no formal titles at all but a great deal of unofficial clout. Furthermore, many of the holders of positions of authority are in office for fixed terms of three to five years coming up from and going back to academic positions. Because of this, they don't have the time or interest in creating full-blown bureaucratic empires of the kind Prof. McMurtry imputes to them.

Given the distribution of power, the decision making process on budget allocation in universities is an *extremely* subtle and complex political process. No one has adequately mapped it out though Pfeffer and Salancik have tried for a large U.S. state university. Suffice it to say that it is in no way so naively simplistic as Prof. McMurtry would have us believe. If *any* generalization is possible, it is that full-time, tenured faculty positions have been the *last* to be cut.

In a paradoxical way, a major problem with Canadian universities is not that they are too bureaucratic but that they are not bureaucratic enough, if by bureaucratic one takes the original Weberian definition as an organization run on the basis of a strict hierarchy of authority, impersonal rules, and professional managers dedicated to the application of techno-economic rationality in the achievement of formally stated goals. Rather in reality, there is little or no agreement on goals, techno-economic rationality is no better than an ex-post facto rationalization for decisions based on intuitive, emotional preferences squeezed through political power struggles and there is a staggering paucity of "hard data" on the seriousness of various problems and the likely efficacy of the many solutions advanced for them.

My own purely subjective impression happens to be slightly similar to Prof. McMurtry's — that there has indeed been some (unknown) increase in administrative positions in universities since the early 70s. I would suggest, however, that this is because, in the days of almost infinite largesse from government, the various stakeholders in the institution did not need to squabble over money, hence needed only a few "clerical" people to dole it out.

But, with the advent of falling enrollments and budget squeezes, the conflict over scarce resources has become more intense. This in turn has bred an increased need for information to aid all parties in decision-making and an increase in people to mediate and coordinate the disputes. These pressures give rise to an increase in both administrative positions and time taken by non-administrators to prepare and present their cases for the share of the limited resources they feel they deserve. Thus, in a certain sense, the increase in so-called administrative work is both inevitable and necessary so long as severe financial constraints last.

So, Mr. Editor, could you please try to avoid making the problems of university decision-making worse by allowing unsubstantiated allegations to be published as fact. Emotional diatribes aimed at creating simple images of a small gang of big bad bosses systematically exploiting the downtrodden professorial proletariat just don't help. Surely it is clear that, if we *need* to identify villains, they are the governments which fund us and the organized interest groups who persuade them that the voters actually prefer to have support for universities shoved to the bottom of the priority list. To cope with *these* enemies, we need cohesion and a common front, not exacerbated internecine squabbling.

V. V. Murray
Faculty of Administrative Studies
York University

John McMurtry replies:

Mr. Murray's letter seems, if I may be permitted the observation, an outburst of pique from one whose position has resulted from the very uncontrolled administrative growth in our institutions that my article analyses. Moreover, Murray's letter never faces up to my article's central argument: (1) that administrations have failed to distinguish between productive and non-productive expenditures in the university (as elsewhere); and (2) administrations have used their control of budgets, agenda and data bases to sustain expenditures that are not essential to the advancement and dissemination of learning by cut backs on direct teaching and research.

Let us consider what Murray says point by point.

He begins with a succession of general denunciations of the article and the editing of the *CAUT Bulletin*. What evidence or counter-argument does he have to offer in support of his charges? None. He does not provide a shred of rebutive fact or reasoning to sustain what he alleges. He complains of "glaring lapses in logic", passages of "muddled writing", "nonsense", and "factual error", not to say editorial collaboration in all of this, but never advances beyond name-calling to any rational justification for any of his complaints. He does not *reason* against the article's argument; he merely accuses it.

Murray does list eight "assertions" he does not like. But even here, which is the closest he gets to meeting the argument of the article, instead of huffing and bluffing at it, he is selectively misleading in his report of what the article argues, and fails to provide any counter-evidence or argument to the "assertions" he condemns. An example of his direct distortion here is his report of what I refer to as a *widespread* phenomenon ("upper level academic and support staff salaries not reflecting job competence but time of original hiring") as a claim about upper-level salaries *simpliciter*.

Of more substantive interest, he evades rejoinder to any of the claims he denounces. He declines even to *deny* the statements he objects to, let alone provide supporting reasons for his condemnation of them. He leaves it to his initial abuse, juxtaposed to some selected and edited extracts, to discredit what is said without ever subjecting himself to the discipline of a rational reply. Perhaps this method of calling names at arguments, while eschewing engagement with any of their content, is acceptable in some administrative circles (hopefully it will no longer be). But for those espousing rational method, condemnation of observations demands that one at least try to rebut them.

The remainder of Mr. Murray's letter is logically disjointed, but I shall try very briefly to clarify its assertions. To begin with, he falsely imputes a conspiracy theory to me ("a conspiracy on the part of the cabal of corrupt, self-serving administrators"). He also confuses criteria with what sometimes helps to constitute them, quantities, and then denies what my article explicitly provides in head-type form (i.e. a definition of "administrator"). He disingenuously suggests he is not himself identified with administration, and then confesses that even as a full time "student of administration" he does not have access to "the concrete data" in question. What do professors of "administrative studies" study, one wonders? If even they cannot get at the data of administrative growth, how great the preclusive monopoly of information must be, how sadly debased "administrative studies" as a subject must be.

Undeterred by his own admission that he has no critical leg to stand on, Murray proceeds in the remainder of his letter to offer an "alternative view" of university administration. This "alternative view" combines continued misstatements of fact with approval of still *more* bureaucratic growth in the university.

Murray inaccurately claims that governing power in the university is "highly diffused." In fact, Boards of Governors (or their like), as anyone who has consulted the relevant legislative acts will know (research Mr. Murray has apparently neglected), possess the sole and exclusive budgetary right to establish, fill or remove all positions and departments within the university: a sovereign and exclusive right to budgetary control that is exercised through these boards' appointments of executive officers (Presidents, Vice-Presidents, Deans, etc.) and the latter's further appointments of staffs, committees and, in varying effect, candidates for academic promotion. This state of affairs cannot be truthfully described as "highly diffused power."

It is astonishing that Mr. Murray, "a student of administration", could so badly misrepresent the facts. It is no less astonishing that he could further misrepresent "fixed terms of office" as ruling out administrators' "time or interest" in bureaucratic "empires." It is as if Murray would have us believe that administrators do not remain or climb in office, or do not seek to increase their budgets, employees and "responsibility" numbers upon which their salaries, perquisites and bureaucratic futures depend.

Finally, and perhaps most disquietingly, Murray falsely reports that "tenured faculty positions have been the *last* to be cut" in the university. In truth, increasing hundreds of tenured faculty positions, but not administrator ones, *have been cut by non-replacement*, and no reversal of the pattern is yet underway (save, perhaps, in areas like "administrative studies").

But Mr. Murray approves of this pattern, advising us sternly that (my emphases): "A major problem with Canadian universities is not that they are too bureaucratic, but that they are *not bureaucratic enough.*" Lest we should suppose that he favours something other than still *more* replacement of academic expenditures and positions by administrative ones, he declares that "an increase in both administrative positions and time taken by non-administrators in preparing and presenting their cases (to administrations)...is *both inevitable and necessary* so long as severe

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LETTERS
LETTRES

financial constraints last." Lest we had any doubt where Murray stood, he disabuses us here.

In conclusion, Murray argues us to join "a common front" against university cutbacks. Indeed. But he ignores two problems. The first is that scholars and teachers are unlikely to agree with him that continued administrative growth in the universities at the necessary expense of genuine academic functions is "necessary and inevitable." Nor are they likely to conceive of such a continued growth at the expense of their vocation as, a "common front."

The second problem Mr. Murray overlooks is that a main political reason for persistent underfunding of the universities is the concern of public leaders that any increase of funds will be "swallowed up by bureaucrats." (A fellow cabinet minister has reported to me that Ontario's Minister of Education, Colleges and Universities regards the "growth of administration since the late 1960s" as "very disturbing").

Administrative secrecy about its expenditures and refusal to cut from the top down do not help the university's cause. Full budgetary access and superstructural cuts — five possible areas have been identified in my article — need to be introduced before any common front will hold. And priority emphasis on replacement of retiring faculty by the next generation of Canadian scholars needs to be installed before the university's vocation can be made publicly coherent.

Administrative apologists can no longer duck and obscure the issues. Faculty can no longer wait for the necessary groundswell from somewhere else. The "boom" must now happen from the bottom up.

John McMurtry,
Department of Philosophy
University of Guelph

Military vetoes govt. decree

This summer there have been some major developments in the situation of the University of El Salvador. Canadian academics may recall how, three years ago, the Salvadorean Army invaded the campus, killing 27 students and imprisoning hundreds. Later that year the President, Dr. Félix Antonio Ulloa, was assassinated. Since that time, military authorities have occupied the University, forcing faculty to teach students in their homes, or in rented buildings.

In June 1983, university elections were held and Dr. Miguel Angel Parada, interim president, was elected president. On June 28, the Secretary-General of the University, Ricardo Ernesto Calderón, was captured from his home by armed people. Mr. Calderón had been appointed representative of the Superior University's Council by the Ministry of Education, to be part of the Commission which would re-open the University. Mr. Calderón was held by the National Police for 11 days, and was not allowed to communicate with anyone during that time. On July 9 he was taken to the prison "La Esperanza" in Mariona, and it was reported that he had been tortured, and suffered from severe bleeding.

This summer also saw a continuation of the army occupation of the campus, despite the issue of a government decree authorizing the return of the university city to the academic community. By staying put, the military effectively veto the government decree. (They claim that respecting the traditional university autonomy would lead to a "national security" problem).

Finally, in addition to the arrest of Mr. Calderón, authorities abducted Mr. Ismael Recinos, Secretary of Public Relations for the university, Prof. Morris Tica of the Faculty of Law, and professors, students and workers in the Faculty of Agronomy (in all, some 12 people were taken, bringing the total of members of the university community presently imprisoned to 43). Dr. Ernesto Vela, Dean of the Faculty of Humanities and Science (and also international president of WUS) is presently in Mexico after returning from a meeting in London, following news that armed men had ransacked his home and office, and were looking for him.

Despite these repressive measures, despite the lack of a government grant to the University, and despite the military occupation of the campus, the University of Salvador continues to operate in makeshift conditions. In all, some 3,500 employees and some 21,000 students continue in their academic and administrative tasks, trying courageously to maintain an active academic and cultural life. These brave colleagues surely deserve our help.

Canadian academics have been requested by F. Besserer, Delegate in Canada of the University of El Salvador to demand the freedom of Mr. Calderón, as well as the cessation of repression against all faculty, authorities, employees, and students. Telegrams should be sent to:

Sr. Presidente de El Salvador,
Alvaro Magaña
Casa Presidencial,
San Salvador, El Salvador

Subtle arrogance of power

At the Learned Societies Conference this spring in Vancouver, during the question period following a paper on South African novelist Nadine Gordimer, a member of the audience turned away from that topic to make a rather different point. He congratulated the speaker on having successfully surmounted serious distraction during the paper, apologizing at length for what he termed "an assault on the academic enterprise." The "assault" was the presence in the audience of a baby, who had gurgled and made the usual baby noises, though not cried, and who had eventually been removed by her or his mother.

The lecture had also been interrupted by a half-dozen late arrivals, including the mother and child, although this was not alluded to. We are disturbed by and silently reprove late arrivals but make allowances, knowing that, at an early-morning lecture several days into a conference and with coffee difficult to locate, the offenders could very well be ourselves. Apparently the complainant had more difficulty putting himself in the position of the child's mother.

This was a trifling event in an ambitious and often very profitable series of meetings and I do not mention it to debate here (or raise for debate) the desirability of bringing children to scholarly events. Obviously, when possible, their absence is preferable. Perhaps, in this instance, the disturbance was unnecessary.

My concern is not with that issue but with the terms in which the criticism was expressed and the complacence with which it was delivered. Nor would the incident still be troubling me a month after the conference were the harsh judgement directed at the absent mother simply to be taken as the over-zealousness of one individual. Unfortunately, this was the voice of an institution defending itself and one I have heard before.

The intolerance and absoluteness of the complaint more effectively barred me, and possibly some others, from continued considerations of Nadine Gordimer than any previous incident had. It also ensured that, for all of us in the room, the presence of a child on a similar occasion in future would be more rather than less of a distraction. We learn to adjust to dropped books and passing cars as facts of existence but evidently are not to be allowed to do the same for the occasional child. More important, though, is the underlying attitude and what it tells me about the continuing state of parts of the academy even in 1983.

I have already learned that to find sexism in literature, while tolerated, is to be ideological (in my own mind as much as in anyone else's), whereas to be oblivious to such biases is simply to be engaged in textual analysis or tracing the great tradition or explicating the humanistic values of the work. I have learned, in large part, to read with a male eye.

To my chagrin, I find myself at times enforcing on students the same disregard for a text's political-social implications (in favour of its formal characteristics) which I found constricting as a student.

I have learned to give less time to my personal life than I am entitled to, or than many of my male colleagues do, in order to counter any concerns that women might be less reliable or devoted scholars. I am somewhat more formal and conservative, and less myself, in the workplace than I would be if I were a male academic.

What the complaint at the conference revealed to me was that all these real and increasingly unpalatable compromises, made in order to be part of the largely male academic world, are not enough.

Although I do not have children, I did put myself in the place of a woman attempting, unsuccessfully, to take part in an academic activity while inconveniently responsible for a small child. As long as I cannot prevent myself from feeling this, I was reminded, I must consider myself in some way, like her, an outsider to the "academic enterprise."

Ironically the day's paper was on how, in Nadine Gordimer's novels, the attitude toward blacks of even the most well-intentioned liberal South African whites is shown to be tainted by the subtle arrogance of power.

Helen Hoy,
Department of English,
University of Lethbridge

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L'Entraide universitaire mondiale du Canada prévoit tenir son séminaire annuel en Haïti, en juillet et août 1984. Les professeurs intéressés à participer en tant que chef de groupe et à assister les étudiants dans leurs sujets de recherche en développement international, veuillez contacter:
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In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Lakehead University

LETTERS
LETTRES

Sr. Ministro de Justicia,
Arturo Méndez Azahar,
Ministerio de Justicia,
San Salvador, El Salvador

Sr. Ministro de Educación,
Carlos Aquilino Duarte
Ministerio de Educación,
San Salvador, El Salvador

(It would be appreciated if copies of any communications could be sent to F. Besserer, Delegation in Canada of the University of El Salvador, 175 Carlton Street, Toronto, Ontario M5A 2K3).

Professor John M. Kirk
Department of Spanish
Oalhousie University

Ask eyewitnesses

I was disappointed to read in "South of the Border" what appeared to be ridicule, a powerful weapon but one that rarely generates much light. The ridicule was directed toward the possibility that one of the nations involved in the fighting in Laos might be carrying out field trials designed to evaluate the military potential of various toxic materials and their delivery systems.

There is nothing psychologically or technologically improbable about such a hypothesis. If I were in charge of the research project, I would see the fighting in Laos as an ideal chance for testing my weapon without causing political embarrassment to my superiors. The isolation of the Laotian jungles and the hazards to life caused by the fighting would reduce the chance that outside observers might be around at *the wrong time. If* by bad *luck* my men happened to pick a village where such observers were present during an experiment, those who survived would not be able to carry away incriminating samples unless they were equipped with deep-freeze facilities, since I would be careful to test only labile toxins that degrade rapidly when exposed to either the oxygen of air or the enzymes of living tissue.

Eyewitness reports by the Laotian tribesmen themselves would cause no problem for my superiors, since conditioned reflexes would lead most educated people to discount such reports automatically. The folklore of educated people in every country indoctrinates the "knowledge" that illiterate people are mentally inferior. Their lack of formal education makes them both illogical and superstitious, and consequently they are incapable of detecting true relationships between cause and effect. In any case, primitive tribesmen are so given to exaggeration and to telling us only what we want to hear that it would be very foolish to consider the possibility that they might in fact be telling the truth (unless, of course, what they say happens to agree with our own prejudices).

Toronto, Montreal, and Ottawa have a substantial population of Laotian refugees. If we really want to learn what happened during the fighting in Laos, we need only ask eyewitnesses.

J.C. Kennedy
Departments of
Radiation Oncology and
Pathology,
Queen's University

Satisfy human needs

Re: Commentary, "Reflections on alma matricide" by J. F. Conway, *CAUT Bulletin*, May 1983.

Universities are creatures of (and for) society — not self-created self-selected entities which can dictate absolutely the conditions of their own existence and support. If the latter is attempted, society will eventually replace them with something which is collectively deemed more appropriate to serving its requirements. However, if any group should be able to argue persuasively for requisite conditions for proper functioning of its system, it must surely be academics.

These arguments should be expressed in terms which are meaningful to our entire societal complex, including those members who have no practical hope of deriving direct personal benefit from a University education. I will attempt to elaborate on the implications of my comments for the situation which I perceive to exist for Electrical Engineering, and the University community more generally.

Engineering was developed as a university programme (instead of a separate technological training system) because education is the goal, not narrow technical training. Some acquaintance with the approaches to intellectual inquiry other than those commonly used within engineering is desired. In addition to the experimental methods modelled on those in the pure physical sciences, we also want to develop skills in the mathematical modelling of physical phenomena — never exactly, but always to an "appropriate" degree of approximation, realizing the limitations imposed by practical necessity.

All of this is done in a context of satisfying human needs (other than those associated only with intellectual curiosity, noting that other applied disciplines attempt to meet the emotional and spiritual human needs). It must also be done with the benefit of some insight into the cultural and values-oriented aspects of the society surrounding us, and with an awareness of some of their implications for the activities that engineers pursue.

In short, then, engineering is the application of a knowledge of the physical universe for the benefit of mankind. The intellectual challenge is, in my opinion, more demanding than that associated with the unrestrained "pursuit of knowledge" of the traditional "pure" disciplines since the constraints of demonstrating initial need and working within the limits imposed by financial viability restrictions must be included in addition to a knowledge of man and his environment. Thus it is felt that engineering has a deserved place in any university setting, and in fact seems to provide an intellectual development and breadth of involvement for the individual that is matched by very few (if any) of the traditional university core disciplines.

All that said, the facts to note are that society generally finds it easier to perceive the links between university programmes such as engineering and its own well-being since they are fairly direct and can often be expressed in terms of economic impact and other tangible cause/effect relations. Other programmes may not be so readily recognized as playing a similarly important role although they actually do.

Engineering educators generally recognize that some participation in the main line disciplines serves to broaden the scope of developing engineers, opening greater avenues for creative expression within their chosen vocation. We also know that for these areas of inquiry to be in a state that is healthy enough to be useful (if I can be allowed to use that term), the tangible support for them must allow those scholars to pursue their interests enthusiastically and with full academic freedom. Thus it is in our best interest to do what we can to ensure vitality in these areas, even if the tenders of the public purse strings do not readily perceive the necessity of doing so.

If we develop a richer intra-campus dialogue among the various sectors extant in the university system, we will be better able to cope with the changes which we must inevitably face. However, if each of us continues to insist on some inherent supreme traditional right to recognition and support in blatant contradistinction to the expressed will of the populace, we will continue to tear ourselves apart from the inside far better than an external subversive agent could even hope to achieve.

Philip H. Alexander
Electrical Engineering Dept.
University of Windsor

Overstepped authority

On behalf of the YUFA Executive Committee, I am writing this letter to register our strongest objections to the CAUT's joint sponsorship of the proposed conference, "The Business Community and the University: The Need for Collaboration." We disagree with the political strategy implied by and reflected in the theme of this conference and its agenda. We are also concerned that the Administration Committee, or the CAUT staff, or both, have overstepped their authority in undertaking a move of such political significance without providing for a full discussion of it among member organizations.

Less than one year ago, the CAUT sponsored an International Symposium on current threats to higher education around the world. Delegates from the United States, France, Australia, the United Kingdom, Canada and elsewhere described government actions which had in common several years of persistent underfunding and budgetary cutbacks, matched by efforts to undermine the ability of academics to determine effectively the intellectual and pedagogical objectives of higher level education institutions. The policies of both governments and ministries of education were interpreted as attempts to reorganize and transform the role of the university in society. Thus, university curricula and academic research are being reshaped by

p. 10

CAUT has an admirable record but what about the future?

At its last meeting, the Executive of the McMaster University Faculty Association passed the following motion:

'This Executive directs the President to write a letter to the Editor of the *CAUT Bulletin* asking questions concerning the absolute increase in size of the operating budget and the permanent staff of CAUT.'

I am the president, and this is the letter, referred to in that motion. I should add that, in fulfilling my mandate, I am in complete accord with the majority wish of my executive — a situation which, though not uncommon, is by no means totally predictable.

We are all agreed that, in the past, CAUT has played a complex and invaluable role in representing the faculty of Canadian universities. Among the functions which it has successfully served are: protecting the rights of individual professors; coming to the aid of local associations in time of need; presenting the problems besetting universities, and their faculty, to government and the public; and acquiring, storing, and making available data relevant to our common cause.

In the light of this admirable record, it was only after much thought and extensive discussion that we formulated serious doubts about the cost effectiveness of the present structure of CAUT in providing these traditional services, and the degree to which CAUT has updated its policies to keep pace with the changing role of universities and the nature of the problems which now face the faculty who serve in them. Such is our concern that we feel obliged to seek the views of every member of our Association before we continue to commit almost 50 percent of the fees which they pay us to meeting the costs of our membership in CAUT.

We wish, therefore, to pose certain questions through your columns. The answers to these questions will be of critical importance in formulating the statement of accountability which we have pledged ourselves to present to the Faculty of this University when we ask them to accept an increase in the fees which they will be asked to pay for membership of this Association in the coming academic year. Since this decision must be made in the early Fall, it is imperative that we obtain the answers we seek as soon as possible.

These, then, are some of our more urgent questions:

- Why are *all* the services and activities of CAUT considered to be essential? Is it not possible that some of these are merely facultative, or even unnecessary?
- Why do you consider that all these services are better provided by CAUT than they are already, or could be, handled by provincial or local associations?
- What is the rationale underlying the decision to staff CAUT at its present level?
- Why do you consider that CAUT's disposition of its operating funds is realistic and in the best interests of the majority of its members in the light of the problems which now face universities and their faculty, and those which will face them in the next decade?

We realize that these are not easy questions to answer. However, they form the nexus of our current uncertainty about our future association with CAUT. We urge you, therefore, to respond to our request for clarification so that we may enlighten our members about your policies and make plans to serve them, and spend their money, to the best of our ability and in their best interests.

David Inman
President
McMaster University Faculty Association

The CAUT responds:

The brief time available between receipt of this letter and the press deadline of the Bulletin *precluded a detailed response in this issue. The CAUT Board has set in motion a comprehensive study of activities and budgetary allocations: I shall be reporting in this connection to the Board in early November and will provide a detailed and careful response to the questions raised by the McMaster faculty association. However, I would like to respond here to an apparent misconception in Dr. Inman's letter concerning the number of staff at CAUT. The rationale for current staff numbers is, in part, a decision taken some five years ago not to expand the staff complement and, in the case of support staff, to mechanize the office rather than to expand the staff. Our staff complement has remained constant since then.*

Sarah Shorten
President
CAUT

CANAPRESS PHOTO SERVICE

Universities Minister Patrick McGeer

Not restraint but revenge

From p. 1

deal is a deal. If a federal Conservative government was forced to retrench, it would not do it in the manner of Bill Bennett.

The Social Credit government was caught by surprise at the depth of the opposition to its proposals. Even the *Wall Street Journal* was critical. A July 21 report on British Columbia said:

> "Premier Bennett believes that his May 5th election victory, his third since 1975, provides him with a mandate to control government spending in the manner he sees fit. But Mr. Bennett never spelled out his plans during the election campaign, except for some vague promises about continuing his previous policy on "restraint'.
>
> Mr. Bennett's opponents claim, with justification, that the electorate didn't know what it was voting for. Of course, if he had defined his austerity measures in advance, he would have risked losing the election. But at least the electoral process would have resolved the matter."

There was immediate and widespread public opposition to the government's measures. Many of the professional associations, unions and civil rights groups in the province quickly banded together to form the Solidarity Committee. The new protest organization sponsored two huge rallies in the summer: 20,000 protestors gathered on the lawn of the legislature in late July, and 40,000 at Empire Stadium in Vancouver in early August. It also created a legal fund to battle the legislation in the courts and advertised extensively in the local media.

The universities also sprung into action. The faculty associations at UBC, Simon Fraser and Victoria held general membership meetings during the summer and all three authorized their executives to join the Solidarity Committee by large majorities. The CAUT provided the local associations with staff, legal advice and financial support. It also joined in the protest against the 40 percent reduction in student aid, the attacks on human rights and on the community colleges and schools.

Faculty members and their associations across Canada, as well as in the United States, Britain, Australia and New Zealand inundated the government with letters and telegrams of protest.

A second focal point of opposition to the government was the B.C. legislature, where the New Democratic Party led a filibuster through the summer months. The opposition was buoyed by a poll commissioned from Marketcorp Research Associates which showed that only 14.8 percent of those surveyed supported the government, while 57.6 percent opposed it. Detailed polls published in the *Vancouver Province* produced similar results.

Observers first assumed that the government would resort to closure until it was realized that this device, according to the local rules, was not particularly expeditious since it has to be moved for every clause of each of the 26 bills and could be debated each time by every member of the opposition for 40 minutes each.

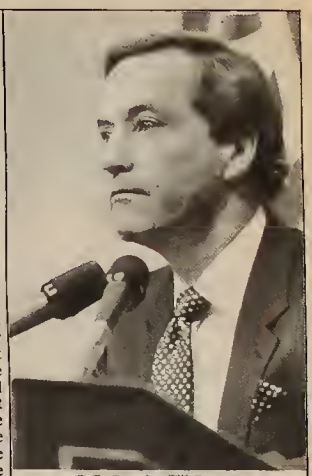
Nor was the government anxious to add to its reputation for cavalier and high-handed actions. As a consequence, the debate continued through the summer, adding millions to the cost of government — all in the name of restraint.

The position of the government was further complicated by allegations of corruption involving the Tourism Ministry and the major advertising agent of the Social Credit party. The Attorney-General was forced to call in the RCMP, after weeks of refusal to do so. Nor was the image of restraint enhanced by the revelation that the government was appropriating still more money for its advertising friends to conduct a September campaign to polish its image with the public.

Federal Liberals also got into the act, attacking the legislation on human rights. Four cabinet ministers sent telegrams to the provincial government. The Minister of Labour protested. The Secretary of State indicated to the CAUT his great displeasure at the 40 percent cut in student aid and his opposition to the attack on academic freedom, which he saw as part of the general onslaught on human rights.

Despite the widespread protests, however, the Socred steamroller was still on the move. The private sector unions were warned by the government that they would be next, and, in late August, a version of an upcoming bill was leaked. Among other matters, it would tear up the fixed contracts of the chairman and vice-chairman of the Labour Relations Board and make them serve at the pleasure of the minister.

But, as summer drew to a close, even some of the large employers in the province were beginning to have doubts. Did British Columbia really want four years of labour unrest? Would this mean that the recovery in the economy would stop at the Rocky Mountains? Would labour paralyze Expo 86 which is to be held in Vancouver? Would extremism by the Social Credit now simply be replicated by extremism on the part of the NDP if they formed the next government? Did business really want to return to the chaos before the Labour Code was established in the seventies? Clearly the establishment newspapers thought not. Nor did the Employers Federation seem to be a very enthusiastic ally of the government.



VANCOUVER SUN

B.C. Premier Bill Bennett

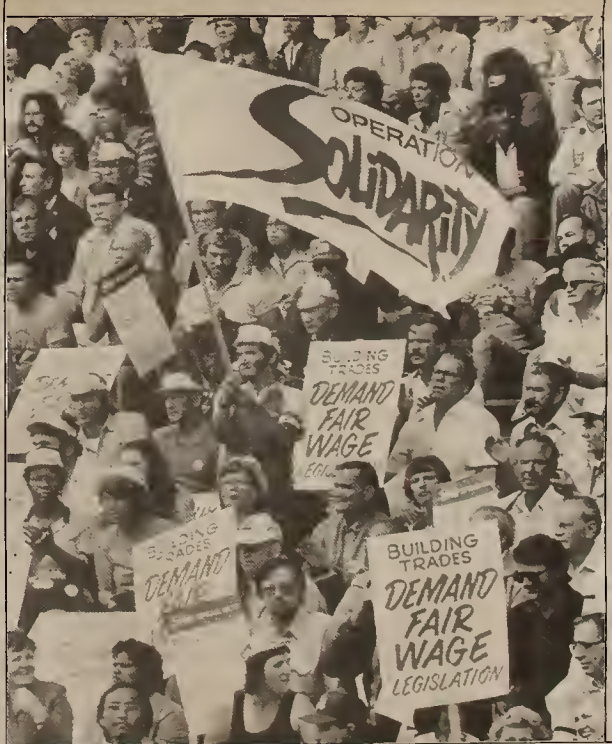
In fact, the government started to backtrack in early August when it introduced amendments to Bill 3 which eliminated language permitting the firing of civil servants, teachers and professors "without cause". This was an important political and psychological victory for opponents to the bill and a humiliating defeat for the true believers of the party and its hangers-on.

The government, however, substituted language which purported to narrow the powers of employers to the removal of employees for financial reasons. The new legislation is impossibly vague. It does not require that there actually be a shortfall of money. It merely requires the employer to consider that this is so. It allows terminations (not lay-offs) where there is "insufficient work", "a change in the organizational structure", when "a program, activity or service" is discontinued or when the "level of an activity or service" is reduced without defining any of these terms.

The new wording further permits the parties to escape from this legislation if they are prepared to allow a bureaucrat, called the Employment Stabilization Commissioner, approve their contract. This bureaucrat would have the power to "impose any conditions he considers necessary" . . . and to "reconsider and revoke, amend or vary an order he has made." In other words, the Commissioner could write the termination procedures of the university and could change these at any time he wished without notice, hearing or argument.

It was at this moment that the Ministers and civil servants began to make their contradictory statements about university tenure policies. Finally, towards the end of August, Mr. Chabot stated that the government would have to bring a new set of amendments to Bill 3 because, as it stood, it was not very clear and precise. At the time of writing in late August, faculty were still awaiting these amendments and the regulations which had been promised at the beginning of the month, but which had never materialized. Few were feeling very confident.

Dr. Savage is Executive Secretary of the CAUT.



CANAPRESS PHOTO SERVICE

A LOBBYIST'S NOTEBOOK

by Donald C. Savage

Another world?

The Federation of Australian University Staff Associations met recently with the new Federal Minister for Education and Youth Affairs in the Labour government, Senator Susan Ryan. "Senator Ryan stated that the Labour Government was committed to achieving a notable degree of growth in the tertiary education system despite the prevailing economic difficulties. Senator Ryan emphasized that the Government recognized the important contribution made by tertiary institutions to Australia's economic development."

Report on part-time work

Employers routinely discriminate against part-time employees. This is the message of the recent federal report on part-time employment headed by Joan Wallace. Basically the Commission found that part-time employees were generally paid considerably less than full-time employees for equivalent work and usually received little or nothing in the way of security, pensions or other employee benefits. Generally the Commission recommended that part-time employees should receive equal pay for work of equal value and should have access to pensions and other fringe benefits on a prorated basis. One interesting recommendation is that CPP/QPP legislation be amended to allow phased retirement with partial pensions.

CAUT made a submission at a public hearing in Edmonton. This is discussed by the Commission in its brief. The CAUT brief detailed the plight of part-time faculty who in many cases receive no security, seniority, pensions, fringe benefits or the like. CAUT pointed out that part-time non-tenure appointments "have been heavily used in recent years for appointments which are merely designed to save money, with little or no thought of costs to the individuals concerned or to the long-term effects on the universities". CAUT indicated that the prime reason was the underfunding of the system but that "universities have been ingenious and largely unprotesting accomplices in this process", and called for better pay and pro-rated benefits.

The Commission found that the chapters of CAUT across the country "seem to have done little to persuade university administrations to act on this policy." The Commission did, however, point to two community colleges represented by the College Institute Educators' Association in British Columbia where the union contract specified equal pay for equal work.

Copies of the report may be ordered from the Publications Distribution Centre, Labour Canada, Ottawa K1A 0J2. Copies of the CAUT brief may be ordered for the cost of reproduction and postage from Bob Moore, CAUT, 75 Albert St., Suite 1001, Ottawa K1P 5E7.

Mulroney announces Shadow Critics

The Shadow Ministers and their Deputies for those departments of most concern to CAUT are:

Finance: John Crosbie (St. John's West)
Deputy: Bill Kempling (Burlington)
Social Development & Status of Women: Flora MacDonald (Kingston and the Islands):.
Deputy: Bud Bradley (Haldimand-Norfolk)
Secretary of State: Walter McLean (Waterloo)
Deputy: Douglas Roche (Edmonton South)
Health: Jake Epp (Provencher)
Deputy: Bruce Halliday (Oxford)
Economic Development & Science and Technology: Tom Siddon (Richmond-South Delta)
Deputy: Lorne Greenaway (Cariboo-Chilcotin)
Labour: Bill Jarvis (Perth)
Deputy: Albert Cooper (Peace River)
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NOTICEBOARD

Notices of conferences/ Calls for papers

The *CAUT Bulletin* will be offering a new service commencing with the December 1983 issue which will allow contributors to place notices of conferences, calls for papers and announcements of publications in the September, December and April issues of the magazine free of charge.

The notices must be typed double-spaced in a single paragraph starting with an underlined heading and must not exceed 100 words in total.

Copy deadlines for the December 1983 and April 1984 issues are October 21 and February 22 respectively.

Please direct requests to "Noticeboard", Liza Duhaime, *CAUT Bulletin*, 75 Albert St., Suite 1001, Ottawa K1P 5E7.

University underfunding.....1

was that the federal and provincial governments adopted a clear policy of increasing accessibility to higher education. Through a shared-cost program, the two levels of government provided the necessary funds to expand the university system in Canada, allowing large increases in participation.

Qualified students, who had previously been shut out of university because of a shortage of student aid and a premium on space and facilities, now embraced the opportunity to attend a growing number of institutions of higher learning. Ontario was a leader in this movement and many of Canada's new universities were founded in the province.

Major beneficiaries of the new open door policy were women. In fact, the expansion in university enrolments during the 1970s was almost entirely due to the increase in female participation, with female full-time enrolment increasing by 60 percent during this period, and part-time by 200 percent.

There was also a significant general increase in the number of part-time students, particularly those over the age of 24, who were returning to university to finish or upgrade degrees, to requalify, or to experience higher level education for the first time.

Ontario led the way in opening the doors of its universities to a wider cross-section of students. Now it appears to be leading the way in closing them. Over the past decade, the Ontario government has consistently underfinanced its university system. Each year, the level of funding has fallen dramatically below that recommended by the Ontario Council on University Affairs — the advisory committee to the government. With respect to the level of provincial operating grants per student, Ontario is now in 10th place among the provinces; Ontario's level of funding per student is 25 percent or $1500 lower than the national average.

Underfunding in the province has resulted in a near freeze in hiring, no expansion of the physical plant, limited repairs to existing buildings and regression of employee salaries. For many courses and programs — particularly professional programs such as engineering, business or computer science — enrolment limitations have been in existence for a number of years; and most universities have now adopted total enrolment limitations. If the current trend continues, it may not be long before qualified students, who meet the standards for admission, will have difficulty finding places in any program in any university in Ontario.

Dr. Stephenson has pointed to the province's community colleges as an alternative for high school graduates to obtain further education and job training. However, the community colleges are also feeling the squeeze. Struggling to cope with fast growing student enrolments, many have already been forced to close their doors to qualified grade 12 applicants. In any case, the Minister's attempt to divert attention to the community colleges is being seen as an excuse to water down the government's original commitment to provide higher education for all qualified persons in the province.

All universities in Canada are suffering from some degree of underfunding, due to the policies of provincial governments. As a result, several universities outside Ontario have instituted enrolment limitations, either in total numbers of students or in numbers of first year students.

Despite differing circumstances from province to province, what the majority of universities across Canada have in common is that, while more and more students — men and increasing numbers of women, young and old, full-time and part-time — are knocking on their doors, their physical ability to accommodate these students is at a standstill: classrooms are not large enough; there is a shortage of residences; and, in the sciences, equipment is inadequate and in short supply. The system simply cannot accommodate the demand.

This development has been welcomed by some, both in government and in the universities, because it supports their view that the university system in Canada has grown too large, and that too many students have been permitted to attend. These people would like to return to the days of the 1940s and 50s when Canada's universities were small and elite.

But, in arguing their case, they fail to address the circumstances underlying the small, select system of the past. The university student population in Canada in the 1940s and 50s was largely composed of middle and upper class males: those with working class backgrounds had great difficulty breaking into the system, and women were simply discouraged from entertaining any idea of attending. As a consequence, during that period, Canada imported many of its highly educated people from outside the country.

If the doors to higher education in Canada continue to close, it is probable that the first to lose out will be those same two groups who profited from the open door policy of the 60s — women and lower income Canadians.

Still, it is possible, indeed necessary, to debate the question of who should go to university, how many should go, as well as the kind of graduates the country needs to maintain a healthy economy. The CAUT has repeatedly called for this type of debate. Instead, provincial governments are trying to shift policy without any public debate and in such a way that certain sectors of the population will be harder hit than others.

The community college "alternative" is a red herring. While it is true that they have an important role to play in educating and training many Canadians to take a productive part in society, it is also true that they do not and cannot replace the type of education offered by our universities. It is not an either/or question.

The role of our universities in Canada's future, and who and how many should attain a higher education, should be high on the agenda for public debate in every province and at the national level.

Développement scientifique et technologique au Québec: la loi 19 accueillie avec déception

par Eric Devlin et Michel Croteau

Déboulant avec l'avalanche des projets de loi à la fin de la session parlementaire, le 31 mai dernier, la nouvelle *Loi québécoise favorisant le développement scientifique et technologique* n'a créé, dans un premier temps, que confusion et déception surtout parce qu'elle ne fait que réaménager des organismes et des activités déjà contrôlés par l'Etat.

La "Loi 19", comme le mentionne le préambule, a pour objet de préciser et de mettre à jour les dispositifs gouvernementaux d'élaboration, de coordination et d'exécution de la politique de recherche scientifique et de développement technologique du Québec.

Le milieu universitaire, qui saluait avec enthousiasme depuis quelques années les intentions du gouvernement dans le domaine de la recherche, s'est levé en bloc contre ce projet de loi. On n'y a vu qu'une démarche inutile, une volonté de dirigisme et l'installation d'une nouvelle bureaucratie. Le contraire de ce qu'il était permis d'espérer.

La Loi 19 crée le premier ministère provincial de la Science et de la Technologie, transforme le Conseil de la politique scientifique en Conseil de la science et de la technologie, institue la Fondation pour le développement de la science et de la technologie et remanie les organismes de soutien à la recherche. Elle change ainsi le nom du Fonds FCAC en Fonds pour la formation de chercheurs et l'aide à la recherche, maintient le Fonds de recherche en santé du Québec, met sur pied le Fonds de recherche en agriculture, en pêcheries et en alimentation. Avec les amendements de fin de session, ces fonds demeureront sous la responsabilité du ministre actuel, le premier répondant au ministre de l'Education, le deuxième au ministre des Affaires sociales et le troisième au titulaire du ministère du même nom.

Protestations

Les principaux intervenants du monde scientifique et technologique ont d'abord reproché au parrain de cette loi, le ministre Gilbert Paquette, de ne pas les avoir consultés avant de déposer son projet en Chambre. Pour un ministre qui se fait fort de susciter la concertation, la procédure manquait d'à propos et le nouveau ministre de la Science et de la Technologie a perdu dans cette bataille une partie de la sympathie qu'il s'était acquise auparavant.

Il a dû battre en retraite en convoquer précipitamment une commission parlementaire pour entendre les parties intéressées. Une série d'amendments a par la suite été apportée au projet, le rendant plus acceptable.

Volontairement ou non, le projet de loi ouvrait la porte à un dirigisme tel qu'il a fait craindre le pire pour l'autonomie des universités et l'avenir de la recherche libre. Le ministre de la Science et de la Technologie aurait ainsi pu donner des directives aux fonds de soutien à la recherche. Ces organismes se seraient trouvés sous une double autorité, répondant à leur ministre respectif et recevant des ordres d'un deuxième ministre. Cette ambiguïté a été levée dans la version finale de la loi.

Traditionnellement autonomes et jalouses de l'être, les universités se trouvaient elles aussi placées sous la juridiction directe du nouveau ministre en plus de maintenir leurs liens avec le ministre de l'Education. Les universités ont vu dans cette disposition un reflet de la précipitation avec laquelle on avait préparé le projet de loi et des effets indirects qui s'y attachaient. Les amendements ont maintenu le statut d'organisme public des établissements universitaires, mais, comme pour les établissements de santé, ils sont à l'abri de l'ingérence du ministère de la Science.

Le ministre, pour sa part, a insisté: le nouveau ministère n'aura qu'une fonction de coordination et d'harmonisation. Son intention n'est pas de faire du dirigisme. Mais, pour certains organismes tels que la FAPUQ, un des principaux opposants au projet, le gouvernement aurait dû conserver la structure horizontale du ministère d'Etat, un appareil plus léger, proche du Conseil exécutif et moins menaçant pour les autres ministères.

Plusieurs observateurs estiment que le gouvernement possédait déjà toutes les structures nécessaires au développement technologique. A leur avis, ajouter ne serait que bureaucratie. Or a cité en exemple la création de la Fondation pour le développement de la science et de la technologie qui a pour mandat de recueillir et de distribuer l'argent aux fonds de recherche. Les fonctions de cette Fondation auraient pu être assumées par les trois organismes subventionnaires, comme l'avait proposé le pdg du Fonds FCAC.

Cette fondation d'Etat entre aussi en concurrence avec les universités francophones qui sollicitent de plus en plus les entreprises privées pour consolider leurs assises financières. L'Association canadienne-française pour l'avancement des sciences (ACFAS) a douté que les contribuables lèguent leurs biens à l'Etat ou que les entreprises privées, si méfiantes à l'endroit du fisc, délaissent les fondation indépendantes pour verser leurs fonds à un organisme gouvernemental.

Inutile

Certains réaménagements proposés par le Projet de loi ont aussi semblé futiles. On ne comprend pas la volonté du gouvernement de modifier le nom du Fonds FCAC en celui de Fonds Marie-Victorin, appellation déjà utilisée par un organisme privé. Le pdg du Fonds FCAC, M. Yvan Cliche, s'est d'ailleurs opposé à cette nouvelle appellation puisque la proposition du gouvernement n'indiquait en rien la nature des activités de l'organisme. Le ministre a modifié son texte et le Fonds FCAC est devenu le Fonds pour la formation de chercheurs et l'aide à la recherche (FCAR).

On ne comprend pas bien non plus les raisons du changement de nom du Conseil de la politique scientifique qui devient le Conseil de la science et de la technologie. Composé de 15 membres, le nouvel organisme sera présidé par M. Maurice L'Abbé jusqu'à maintenant directeur général du Conseil des sciences du Canada. Au cours des discussions qui ont entouré l'adoption de la loi, les organismes intéressés ont obtenu que le Conseil compte des représentants venant nommément du milieu universitaire.

Valorisation de la recherche

Le projet de loi 19 prévoyait la création de l'Agence québecoise de valorisation industrielle de la recherche (AQVIR) sur le modèle français de l'ANVAR.. L'Agence aurait à prospecter les milieux de la recherche pour identifier des projets novateurs présentant des possibilités de développement industriel. Elle devrait également soutenir ces projets tout au long du processus d'innovation jusqu'au moment où ils peuvent être pris en charge par une entreprise pour des fins de production ou de commercialisation. L'Agence devrait en plus contribuer à la gestion du portefeuille des brevets des ministères et à la valorisation des fruits de la recherche effectuée dans les établissements d'enseignement et les centres de recherche.

La création de l'Agence, extraite du projet de loi 19, fait l'objet d'un autre projet de loi (Projet de loi 37) qui sera étudié à la rentrée parlementaire d'automne.

Mais l'ambiguité persiste! Quel rôle précis jouera cette agence par rapport aux autres organismes québécois comme le Centre de recherche industrielle du Québec (CRIQ) et le Centre d'innovation industrielle de Montréal (CIIM) dont l'Ecole polytechnique a été l'instigateur?

Michel Croteau est agent d'information à la FAPUQ. Eric Devlin est pigiste et collaborateur à la Revue Nouvelles Universitaires de la FAPUQ.

THE UNIVERSITY OF MANITOBA
Faculty of Law
DEAN OF LAW

The Faculty of Law offers a three-year programme of full-time study leading to the degree of Bachelor of Laws (LL.B.). Enrollment in the undergreduate programme is approximately 260. The Faculty also offers a small graduate programme, leading to the degree of Master of Laws (LL.M.), which is based on supervised research and the presentation of a thesis.

Candidates should have a commitment to scholarship, should be interested in maintaining and improving the Faculty's high standards of teaching, and possess appropriate administrative experience.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 1984.

Applications (with the names of three referees) and nominations will be received until October 31, 1983 and should be forwarded to: **Dr. Terrence P. Hogen, Associate Vice-President, Chairman, Advisory Committee for the Dean of Law, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.**

UNIVERSITY OF REGINA
Faculty of Administration
DEAN

Nominations and applications are invited for the position of Dean of the Faculty of Administration. The appointment will commence July 1, 1984, or at a mutually agreeable time, and would normally be for five years, renewable.

The Faculty of Administration has 500 full-time undergraduate students and 50 students in a developing master's program with public policy and administration, and business management options. Fifteen percent of the undergraduates are in a co-operative work/study program with alternating study and work semesters.

The organizational structure of the Faculty includes a Dean, Assistant Dean, Administrative Assistant, and 28 faculty members. The Faculty is not departmentalized.

Among other responsibilities, a major task of the successful candidate will be recruitment and development of a dynamic faculty. Preference will be given to candidates holding an earned doctorate in Business or Public Administration or a related area and who have business/professional, teaching, and research experience.

Nominations and applications, accompanied by a résumé, including the names of three referees should be forwarded by October 31, 1983, to:

Dr. D.E. Shaw
Vice-President
University of Regina
Regina, Saskatchewan
S4S 0A2

BARGAINING TALK NÉGOCIONS

by Howard Snow

Unlike most of the last few late summer periods, there are few negotiations going on across the country.

In Alberta the Association at the University of Calgary continues its pursuit of an "agreement to bargain collectively" pursuant to the new legislation. Recent reports indicate that the Association is concerned about the lack of progress in the negotiations and the length of time it takes to negotiate items which are essentially "status quo". With the status quo items taking this long, the Association is concerned about whether it will be able to successfully negotiate new matters. A number of the items remaining are those they have not negotiated before and about which there is no general consensus at the University. Readers may recall that the University of Calgary is one of the two institutions in Canada censured by CAUT.

At Athabasca University the Association is engaged in a separate round of negotiations on classification schemes for professional employees included in the bargaining unit. During the last round of negotiations, the University and Association agreed to look at alternative structures for the increasingly large number of "professionals" who are now dealt with in accordance with the traditional faculty model. These negotiations are conducted according to agreed guidelines and will culminate in interest arbitration if the parties are unable to negotiate a resolution.

The Confederation of Alberta Faculty Associations (CAFA) is pursuing a complaint to the International Labour Organization about the legislation which regulates collective bargaining for university faculty. This is the legislation under which the four faculty associations in Alberta currently operate.

Elsewhere, the University of New Brunswick and the Association of University of New Brunswick Teachers recently concluded a tentative renewal collective agreement. The Association had been concerned about lack of progress in the early part of August but was able to obtain an acceptable resolution by month's end.

At Concordia the Faculty Association and the University finally finished the arbitration hearings. Readers may recall that, pursuant to the Quebec Labour Code, the Association invoked first contract arbitration more than a year ago and the mediation/arbitration has been taking place irregularly over the last year. A number of the items which were outstanding at the beginning of this process have been resolved but some still remain to be arbitrated. A date for the decision is not known.

In Ontario the restraint legislation automatically extended collective agreements. A number of associations have applied to the provincial Inflation Restraint Board seeking to have their increment structures exempted from the five percent limit on salary increases on the basis that the increments act as a form of promotion. The legislation permits additional salary increases in the event of promotions and allows increments for those making under $35,000. per year.

Commentary 3

centrally controlled systems for regulating normal human activities, as has happened with respect to language, culture, health care, emotional support, and dispute resolution. The hidden in all of these areas is that the ordinary person is incompetent to manage his or her own affairs and must defer to the expert.

As our cities and institutions cease to have a human scale[2], we come to feel more lost and alienated. Human scale involves such things as keeping work groupings small enough so that everyone can know their co-workers; having buildings no larger than will allow the viewer to take in the whole building from a distance where he or she can still make out the essential features; doorknobs that fit the human hand; doorways of approximately the height of a normal human; steps that are consonant with the human stride, etc. Our system of weights and measures provides the basis for the way we conceptualize and plan our use of space. If we use a system that is rooted in human experience, then there is some hope that we may shape our environment in ways that are congenial to human needs and sensitive to human values. There is less chance of this happening when we follow a system that denies human experience.

The major argument advanced on behalf of metrication is that it will enhance our international trade. This is a laughable argument. For one thing, 70 per cent of our trade is with the non-metric United States, and metrication is a dead issue south of the border.

Then there is the issue of uniformity for the sake of communication. It is curious that one of the few industrial countries with two official languages is so committed to having one official language for weights and measures. Moreover, we have a national policy of encouraging multi-cultural identity and maintaining cultural differences.

The metric system came into use after the French Revolution in a mood of intoxication with the triumph of reason in human affairs (though this triumph of reason was achieved through force). Mankind has benefitted enormously through the application of reason, mainly in science and technology. Yet, there is growing recognition that reason has its limits, and we need to retain and resuscitate our appreciation of intuition, emotion, and personal experience. Let us not be too hasty in embracing the platinum bar, or worse, in forcing that bar down the throats of others, and thus severing the connection of measures from our essential human qualities and experience. At the very least, let's inch along in a spirit of free measure.

1. Nevertheless, it is likely that there are deeper reasons for the emphasis of these rightist groups on metrication. There are many issues where one might be concerned about loss of choice. Probably, metrication is seen by these (English) groups as another significant step in erasing the symbols of Canada's English heritage and in domination by Quebec politicians.

2. For an insightful discussion of the concept of human scale and its application to architecture, transportation, health and other areas of human enterprise, see Kirkpatrick Sale, *Human Scale*. New York: Coward, McCann and Geoghegan, 1980.

Overstepped 6

these policies to meet needs that they, the governments and ministries of education, deem most important. Chief among their so-called "national priorities" is the training of individuals to fit the manpower needs of the private sector. In this way, the university becomes a tool for economic development as defined by the governments in power.

Consequently, delegates argued, university programmes will be made to concentrate increasingly on the acquisition of technical skills and the narrow competencies necessary for economic and industrial development. Universities will be pressured even further to reduce the emphasis on the kind of education that is broadly based and directed toward reflective and analytical thinking and research projects that do not have immediate practical utility. As well, this pressure threatens to compromise the academic freedom to challenge, when necessary, prevailing ideologies. Delegates expressed concern especially for the social sciences and humanities whose survival is being deliberately undermined by the effects of governments' and administrations' funding policies.

The colloquium discussions confirmed that university education, as we have known it, is threatened. Government officials justify educational policies on grounds of "public accountability." In fact, the assumptions that underlie their actions are, on the one hand, that the value to society of a higher level educational system is to be found in its measurable utility and, on the other hand, that utility is the degree to which acquired skills match the requirements of available jobs.

Following this colloquium, one might expect that the CAUT would organize or sponsor a conference that puts forward, forthrightly and aggressively the case for higher education in Canada, a conference that examines the role of the university in a free society. If narrowing the topic might have some strategic advantage, a conference on the role of the university in societal development, including its social, cultural as well as economic aspects would have been appropriate. Or even a conference that examines the economy of Canada and its relation to the funding of medical, social service, and educational institutions could have served the interests of the academic community.

Instead, the parameters of discussion outlined in the Edmonton Conference imply that a range of questions that might have been addressed by these other conference topics has already been answered! For example, who decided, and on what basis, that collaboration is "needed" between the university and the business community? What does collaboration mean? Who represents the so-called business community? The agenda provides some disquieting answers. Collaboration means that the business community defines its expectations and the university rises to the challenge. Nowhere does the agenda allow for the university to criticize the policies and practices of business. For example, are not representatives of the academic community obligated to point out that current managerial approaches to the organization of work are increasingly eliminating from jobs the creative and analytical abilities we seek to develop in our graduates?

The business community is represented by those who speak to the interests of corporate management — no one is invited who will speak from the perspective of labour. Perhaps most alarming, those who have made the decisions about this conference appear to be a small coterie of individuals involved in the leadership or as staff members of sponsoring organizations, not those of us who are supposedly represented by at least one of those organizations, the CAUT.

In our view, making changes at this point — adding workshops on other topics or changing the composition of participants — will not address our main concern. We referred previously to the implied strategy of sponsoring this conference. At this time CAUT's participation will legitimize the process of ultimately transforming academic institutions into technical training grounds for industry. Either the issue of strategy has not been considered and the CAUT decision to co-sponsor was made in a vacuum, or the matter of strategy has been considered and we have not been involved in it.

YUFA has been arguing for several years now that the CAUT needs to consider its activities and priorities in terms of an overall strategy for representing the interests of academic staff on a national level. We have been constantly frustrated in our attempts to bring that discussion to the floor of the annual Council. We are outraged that this discussion may have been held without our participation and that critical decisions may have been made that have resulted in the sponsoring of conferences such as this. Even if overall strategy has not been considered, we are strongly opposed to this conference.

YUFA has no objections to the academic community speaking out on issues of current concern, such as the economy and the role of business interests in it. We would strongly support efforts to show, in concrete ways, the usefulness and relevance of university level education, intellectual reflection, and free academic research to the changing needs of modern society. The proposed Edmonton Conference does not address these matters. Rather, it conveys an expectation that the university community will lay itself at the disposal of corporate leaders. We can assure you that the CAUT will in no way be able to deliver on this expectation.

Finally, we are shocked that, at this particular moment, the national voice of the professoriat should associate itself with the interests served by this conference. National and provincial governments have recently accelerated their attack on labour through repressive wage restraint legislation. In contrast, corporate and public-sector management have been given a free hand in re-organizing the labour process toward increased productivity, in eliminating jobs and rendering workers permanently unemployable, and in disciplining their remaining employees. In many provinces, academics have been classified as public-sector employees — *including* the approximate 50 percent of CAUT members not represented by certified bargaining agents. Many of our graduates fill the ranks of the unemployed, not because they lack the skills, or the motivation, but because jobs do not exist for them.

At the local level, university administrators — indeed, some of our colleagues — are collaborating in many different ways with the business community and potential employers to secure the funding that governments will not provide, and to ensure employment for our students. The corporate sector is well represented on our Boards of Governors. Surely, with the advantage of organizational distance and financial independence from these concrete processes, the CAUT is obligated to its members to expose the dangers to a free society of carrying this collaboration any further — even more so, of carrying it to the point of shaping university curricula and research to match corporate interests.

We urge you to withdraw the CAUT's sponsorship of this conference. As well, we request that the 1983 CAUT Council provide an opportunity for us to discuss and debate the issue of CAUT's overall strategy in fulfilling its mandate of serving the interests of academics in Canada.

Janice A. Newson
Chairperson
York University Faculty Association

Ontario

Report could have impact on higher education in province

by Tim Barton

In October 1982, Bette Stephenson, the Ontario Minister of Colleges and Universities, announced that the Ontario government was creating a commission to examine the restructuring of the university system in northeastern Ontario. Harry Parrot, a former Minister of Colleges and Universities, was to head the commission.

The restructuring of the universities in Ontario's north was to involve the amalgamation of four existing institutions: Algoma University College, Le Collège Universitaire de Hearst, Laurentian University and Nipissing University College. The new institution thus created would be known as The University of Northeastern Ontario.

The announcement failed to attract much media or public attention at the time despite the fact that its outcome could result in further government initiatives to rationalize the postsecondary education system in other parts of the province and could therefore have a far-reaching impact on the future of higher education in Ontario.

When the study was launched, the Parrot Commission invited submissions from concerned parties. A brief was subsequently prepared by a committee composed of representatives of the faculty associations of the four northern institutions involved, members of OCUFA's executive and the Executive Secretary of the CAUT.

Much of the background material for the brief derived from an earlier report prepared by a CAUT-OCUFA committee of inquiry into financial problems at Hearst.

In its brief, the committee first addressed the question of how the new institution could best satisfy the needs of the region's large francophone community. It considered the possible establishment of a separate francophone university, but rejected the idea for the following reasons: many francophone students felt that a unilingual education in French would limit their career opportunities in a largely English business world; only a limited number of programs would be available in the French language because of current financial constraints; economies of scale and other advantages would be lost if administrative functions and physical facilities had to be divided between two parties. The committee concluded that the greatest advantage lay in creating a bilingual university centered at the Laurentian campus of the new university.

Next, the brief considered the reorganization of power and administrative structures. It concluded that what was needed was a structure which would recognize the unique challenges of the area. Because of the great distances between institutions, the new system must not require a substantial increase in the administrative bureaucracy or make impossible demands on the academic staff. At the same time, the new administration would have to satisfy the legitimate needs of the people of the region.

One alternative called for a minimum number of regular meetings which could be supplemented by special sessions as circumstances warranted. In order to ensure equal access to the decision-making process, it was also recommended that representation on the board of governors be organized on a representation by population basis and that the senate be organized to reflect academic faculty members at each campus.

Further, to make these decision-makers more aware of the prevailing regional aspirations and values, the committee advised that several intermediate bodies be created. Besides fulfilling an advisory function, these committees would be delegated executive roles by the senate and the board. The committee recommended that two such bodies be created immediately; the first was to study the bilingualism issue, the second to investigate the current linkages between the university and the community.

Also of concern to the committee was the impact amalgamation would have on the faculty associations of the four institutions. At present, three of the four faculty associations are acting as certified bargaining agents. The question for the committee was what the appropriate bargaining unit or units for the new university would be. After consulting with the four current associations and the related legal precedents, the committee concluded that the Ontario Labour Relations Board should exercise its power to create a single bargaining agent for the new multi-campus institution.

The brief stressed repeatedly the need for the government to recognize and provide for the extra costs of operation in a northern environment if it was to achieve its stated objectives. More specifically, it rejected the suggestion that the quality of education could only be maintained by placing a ceiling on enrollment. Such a measure, the brief said, would unjustly stifle the ambitions of the growing number of young people in the area who are seeking a postsecondary education.

The committee also rejected the argument that the new institution should be geared solely to assisting in the exploitation of the natural resources of the region. Rather, it stressed that much wider educational opportunities must be available for the government to fulfill its obligations to the people of the area.

The final report of the Parrot Commission, which was originally due in April of this year, has yet to be released. When it is made public, it will merit wide-spread attention because it may point the way to the future for many more postsecondary institutions in the province.

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This Centre is a new undertaking at the University of Saskatchewan. The Director must have expertise in some aspect of co-operative studies and possess academic qualifications suitable for appointment (as senior Associate Professor or Full Professor) to one or other of the following faculties: Law, Agricultural Economics, Commerce, Education, or to a discipline in the College of Arts and Science such as Economics and Political Science, Sociology, Psychology, History or Philosophy.

The objectives of the Centre are:
- ☐ To establish a program of studies at the undergraduate and graduate level with a specific focus on co-operatives and credit unions.
- ☐ To undertake off-campus programs directed at the co-operative sector.
- ☐ To undertake research of particular interest and relevance to co-operatives and to make available the results of such research by publication.
- ☐ To undertake research concerning legislation governing co-operatives and credit unions.

The duties of the Director will, in general, involve overseeing the activities and development of the Centre in consultation with its Management Advisory Board. The Board consists of representatives of the University of Saskatchewan, the Minister of Co-operation and Co-operative Development for the Province, the Saskatchewan Wheat Pool, Federated Co-operatives Ltd., the Saskatchewan Co-operative Credit Society Ltd. and the Co-operative College of Canada. His or her duties may also include some teaching assignments in an appropriate faculty.

The appointment will be tenurable in accordance with University regulations.

The salary will be competitive.

The appointment will be made effective July 1, 1984 or sooner if a suitable application is received.

Applications, together with *curriculum vitae* and the names of two or three referees who may be approached confidentially, are to be sent to: **Professor Roger Carter, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0** (Acting Director of the Centre).

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Bureaucratization, management style key problems at universities, say local associations

A significant number of faculty associations at Canadian universities view the relationship between faculty and the administration at their university as a contentious one. And management style and increased bureaucratization are cited as primary problem areas.

In a study carried out by the CAUT earlier this year, 24 local faculty associations — approximately half of the associations within CAUT (but outside Quebec) — responded to a questionnaire designed to indicate whether there have been significant changes in university governance and the collegial process in the last several years and to identify those areas where it is occurring. The responses were received from small and large institutions in Maritime Canada, Ontario and the west, and from those where faculty associations are and are not certified to bargain collectively.

A substantial number of local associations indicated that there are, in their view, problems in the relationship between the academic staff and the administration. A slightly greater number of uncertified local associations took this view, suggesting that somewhat greater protection for faculty participation in the affairs of a university is available under collective bargaining. The management style of the administration and increased bureaucratization were identified as the leading areas of concern. Salaries, conditions of appointment, and administrative meddling in academic matters were less frequently cited.

Many associations said that the financial constraints on the universities, which have led administrations to institute tighter management control, are the root causes of present contention between faculty and administrations. One association suggested that the *absence* of collective bargaining was a cause of contention, while another suggested that collective bargaining might be a cause.

Local associations also pointed, unexpectedly, to faculty apathy as a reason why they have not been able to respond effectively to administrative encroachments on the collegial process. It was suggested that academic staff expect the associations to do what was once done collegially.

Responses to the questionnaire confirmed the existence of administrative encroachment on collegial processes, though this perception was by no means shared by all associations. The substantial minority of local associations concerned, however, suggests that the problem cannot be ignored. Administrative encroachment was most clearly perceived in university governance and in the making of decisions affecting courses and programs. There is apparently less encroachment in teaching and research. There appears to be greater concern about increasing administrative meddling in teaching and research in the uncertified associations than in the certified.

The survey also showed that elected faculty members are in a minority in a surprising number of senior academic bodies — senates, general faculties councils — in the universities, including some of the larger universities. Even where faculty are in the majority, they can often be outvoted by a co-ordinated administrative action. Local associations are not enthusiastic about the effectiveness of elected faculty members on such bodies. Most see them as "somewhat effective" or "somewhat ineffective". Faculty are seen as allowing themselves to be blocked, by-passed and manipulated by *ex-officio* members.

A substantial number of associations indicated that elected faculty representation on important senate and board committees is inadequate and noted that those who do serve are often extremely conservative. There has, however, apparently been little change in faculty representation on important committees in recent years, though in some cases administrators and students have been added to committees without a corresponding increase in faculty.

The general view of the associations which responded to the questionnaire is that the two or three faculty members who serve on boards of governors have not been particularly effective in influencing the policies of the university. It was suggested that faculty members elect the "wrong people".

A significant number of local associations noted that there is an excessive number of administrative personnel in their universities, and that the number has been increasing out of proportion to any increase in enrolment or faculty numbers. This perception appears to be stronger in the certified than in the uncertified associations. Many of the administrative appointments are being made in the office of the presidents.

There is a feeling that an excessive portion of the budget of some universities is allocated to administration. Few universities have any formal system of evaluating the performance of university administrators in a way analagous to that used for evaluating academic performance.

CAUT calls for changes in Security Service Bill

The CAUT has joined other concerned groups and individuals in Canada in calling for major revisions to the federal draft legislation to establish the Canadian Security and Intelligence Service.

Speaking in September before a special committee of the Senate — established when wide-spread public criticism suggested Bill C-157 would not have an easy passage through the House of Commons — representatives of the CAUT pointed to serious problems in a number of the bill's key provisions.

The Association cautioned the committee that the legislation provides the Director of the Security Service with "excessive power". While Bill C-157 gives the Solicitor General authority to issue general directions to the Director, it does not give him power to override the Director on a broad range of security service activities. To correct this and prevent the Service from "becoming a law unto itself", the CAUT urged that the responsible minister, or the federal cabinet as a whole, be in complete control of the Service.

The CAUT also warned that the broad mandate of the Security Service to be informed about the political, economic, and social environment in Canada could be used to justify the surreptitious collection of information on groups or individuals on university campuses, despite the inclusion in the bill of protections for individuals or groups engaged in lawful advocacy. The Association suggested amendments to the section in question.

In addition, the CAUT pointed to sections of the legislation which authorize the Security Service to provide security assessment to provincial governments, to any police force in Canada, or to the governments of foreign states. The Association has urged for some time that, in accordance with the recommendation of the MacDonald Commission on the RCMP, the large number of files on individual Canadians be destroyed. It said that, unless this section of the legislation is amended, the number of files is likely to increase.

With respect to the files themselves, the CAUT urged that routine security assessments be conducted by qualified persons under procedures which ensure basic fairness to those under investigation. The Association says that the reporting forms used should be public documents, that there should be no comment on legal, sexual, personal or political relationships, and that there should be an opportunity to appeal if an applicant is denied a job as a result of an unfavourable security assessment.

The CAUT criticized provisions in the legislation authorizing the Director and agents of the Security Service to break the law if they feel it is "reasonably necessary" to do so. It also criticized the broad range of activities in which the Services can engage while acting under warrant. The ease with which warrants are likely to be obtained means there is little the Service would not be able to investigate and the possibility of surveillance of persons and activities on university campuses would be heightened.

Commenting on a number of technical aspects of the legislation, the CAUT suggested that the proposed Security Intelligence Review Committee be composed of serving members of Parliament rather than former members. It also suggested improvements to the procedures for making complaints against the Security Service arising out of the way it carries out its functions.

CAUT concern about the activities of the RCMP, particularly with regard to security service personnel on university campuses, goes back to 1963. In that year, the government of Lester Pearson gave assurances that there would be no general surveillance of university activities by the RCMP and no interference with the freedom of discussion essential to university life. Specific agreement was obtained that the RCMP would not recruit informers on university campuses. It was also agreed that RCMP officers enrolled in university courses would not be expected or required to report on the political, economic or social ideas of the faculty or students with whom they came in contact.

These assurances have been renewed from time to time since 1963.

DALHOUSIE UNIVERSITY
Halifax, Nova Scotia, Canada

Department of Mathematics, Statistics and Computing Science

Applications are invited for the newly created position of Director of the Division of Computing Science within the Department. The position is to be filled July 1, 1984 or earlier.

The department has quite recently established an Undergraduate programme at both the general degree and Honours degree level. Students may study for the Honours degree in the Co-operative Education programme. There is also a Bachelor of Computing Science programme offered in conjunction with the Technical University of Nova Scotia. The department has a VAX 11/750 which runs under UNIX. The University Computer Centre has a CYBER 720 and has plans for buying micro computers to service the first year students.

Candidates should have demonstrated research and teaching abilities commensurate with a senior academic rank, have a broad background in Computing Science and be able to exercise administrative leadership.

Applicants should send a curriculum vitae and the names of at least three referees to:

Dr. K. Dunn
Chairman
Mathemetics, Statistics and
Computing Science
Dalhousie University
Halifax, Nova Scotia B3H 4H8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOUTH OF THE BORDER

by E. Patrick McQuaid

"The panic signals are out again and the parents of the nation are unanimous in stating their concern about the seeming failure of the public schools to teach their children how to read and write. It is admittedly, a real and present problem. In my own view, however, it is not the ultimate problem. It is a 'screen issue' which disguises a number of deeper reasons for alarm."

Jonathan Kozol usually begins a lecture with an apology, directed, he says, to the many familiar faces that again and again surface to hear his thoughts on American schooling. In the 16 years since and 20-some-odd printings of his first book, *Death At An Early Age*, Mr. Kozol hasn't strayed much from his argument that "the problem is not that the public schools do *not* work well, but that they *do*." The quote up top is not an insightful reflection on the recent spate of reports critical of public education, but is from the preface to the third edition of his 1975 work, *The Night Is Dark and I Am Far from Home*.

To those who can still feel outrage over the years of shameful neglect education has endured, such thoughts are worth repeating.

Education is again a political football, the only difference being that the game has moved off the local tillage and into the national arena. While the massive Carnegie report on secondary education was still in galley proofs, its author wondered aloud if all the attention education was receiving would produce "a great reform, a political aberration, or a media blitz." Current interest in reform, Ernest Boyer told a midsummer assembly of American illuminati, "is a mile wide and an inch deep. It could evaporate as quickly as it exploded."

The Carnegie Foundation's report, *High School* (published as a book from Harper & Row, New York) is a welcome mutant from the strain of thinking that can only conclude that schools are in dire straits with likely remedies subject to broad and politically adjustable interpretations. The President of the United States in one breath called the findings of his National Commission on Excellence in Education a clarion call for action (or some such phrase) while in another exempted the federal government from any responsibility.

"Outlandishly incongruent," observed Donald Kennedy, President of Stanford University.

High School begins and ends with an agenda for action, identifying 12 themes "that provide for us a framework for reform." The first task is to clarify the goals of education.

"Educators must have a shared vision of what, together, they are trying to accomplish," the Carnegie study concludes. "School goals should focus on the mastery of language, on a core of common learning, on preparation for work and further education, and on community and civic service."

Elsewhere, the report concludes that the time has come:

☐To stress the centrality of language and link the curriculum to a changing national and global context.

☐To strengthen the profession of teaching in America. This means improvement of conditions in the classroom, better recruitment and preparation, better continuing education, and better teacher recognition and rewards.

☐To take full advantage of the information revolution and link technology more effectively to teaching and learning in the schools.

☐To smooth the transition from school to adult life through more flexible class scheduling and by making available to students new learning places both on and off campus.

☐To reduce bureaucracy in education and give school principals the support they need to lead.

☐To recognize that excellence in education is possible only when connections are made with higher education and with the corporate world.

"Finally, the time has come for public schools to be aggressively supported by parents, school boards, and governments as well; and for the nation's historic commitment to public education to be vigorously reaffirmed by all."

The Carnegie study stresses English proficiency, with special classes limited to 20 students at a time with an emphasis on writing. "Clear writing leads to clear thinking; clear thinking is the basis of clear writing."

Highlights of a proposed core curriculum include an indepth study of "Non-Western Civilization," the arts, civics, health, and "Work."

"The one-semester study of work we propose would ask how attitudes toward work have changed through the years. How do they differ from one culture to another? What determines the status and rewards to different forms of work? Such a curriculum might also include an in-depth investigation of one specific occupation.

"All students, during their senior year," it continues, "should complete a Senior Independent Project, a written report that focuses on a significant social issue and draws upon the various fields of study in the academic core."

Guidance services should be significantly expanded with individual counselors handling no more than 100 students each, *High School* recommends. In addition, "a new Student Achievement and Advisement Test (SAAT) should be developed, one that could eventually replace the SAT. The academic achievement portion of the test would link it to the core curriculum and to what the student has studied. The advisement section would assess personal characteristics and interests to help students make decisions more intelligently about their futures. The purpose is not to screen students out of options but to help them move on with confidence to colleges and to jobs."

The proposals set forth in *High School* need a deeper digestion than can be permitted in any news account. On the whole, the book does not tackle reform in a loose, sweeping manner, but examines a lengthy series of small, sometimes large, steps that can be taken. Much of the material is drawn from successful programmes now in existence at a number of American schools.

Even the National Commission's report found plenty to rave about in the schools, despite its conclusion that "if an unfriendly foreign power had attempted to impose on America the mediocre educational performance that exists today, we might well have viewed it as an act of war."

A contributing study to that assessment suggests that Americans are getting just what they want from their public schools: solid citizenship training and local control. In his "Political Indictment of the US Public Schools" (the subtitle of *The Night Is Dark...)* Mr. Kozol made a similar observation: "The first goal and primary function of the US public school is not to educate good people, but good citizens."

High School above all else, asks for one thing: "the improvement of America's high schools. Problems have been identified with the confidence that solutions can be found. Suggestions have been made with the hope that they contribute constructively to the debate about the public schools. Our goal, the report concludes, "is to involve teachers, parents, students, school officials, and concerned citizens in the renewal of American education."

High School: A Report on Secondery Education in America, The Carnegie Foundation for the Advancement of Teaching, Ernest L. Boyer, Harper & Row, Publishers, New York, 1983

Death At An Early Age, Jonathan Kozol, Houghton Mifflin, Publishers, 1967, Boston

The Night Is Dark And I Am Far From Home: A Politicel Indictment of the US Public Schools, Jonathan Kozol, Third edition, 1980, from Continuum Publishing Corp, New York.

EIGHTH ANNUAL CANADIAN CONFERENCE ON THE APPLICATION OF CURRICULUM RESEARCH

Faculty of Education
University of Manitoba
Winnipeg, Manitoba

November 24 - 25, 1983

The Conference begins with a general session at which Dr. Ted Aoki, Chair, Department of Secondary Education, University of Alberta, will deliver the keynote address: **The State of the Art in Curriculum Research.** That same evening and during the next day we plan to have presentations of five selected master's theses or research papers selected from among those that respond to our invitation to enter the competition. Another dimension of this conference will be a display of curriculum materials currently being used in new and innovative curriculum projects across Canada.

For further information contact: Dr. Anne L. Jefferson or Professor Elva Motheral, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

Campion College
University of Regina

DEAN

Applications and nominations are invited for the position of Dean of Campion College. The position becomes effective 1 July 1984. Appointment will normally be for five years, renewable in five year terms. Campion is a Catholic university college directed by the Jesuit Fathers, since its beginning, which emphasizes excellence of teaching and research in the humanities and social sciences. It is federated with the University of Regina, and is situated on the main campus of the university. Applicants for the position should have a strong and established record in teaching and research as well as proven or potential qualities in administrative leadership. Applicants should submit a detailed curriculum vitae, and the names of three referees, two from within their present institution, and one from without. Both women and men are encouraged to apply. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada.

Applications should be submitted to:

Dr. T. O'D. Hanley, S.J.
Chairman, Dean's Search Committee
Campion College
University of Regina
Regina, Saskatchewan S4S 0A2

Science under siege in Argentina

by Jose Robinson and Paulo Carvalho

In today's militarized Argentina, leading researchers have been exiled, university funds have dried up and the entire educational system falters with the return of medieval practices and objectives. As the generals hasten to rearm after the Malvinas war, professors who still remain in the country warn that two thirds of all research has come to a grinding halt since 1976, producing what is probably the most severe setback for Argentine scientific development in this century.

Jose Westerkamp, a leading laser physicist, historian of Argentine science, and human rights activist, was a victim of government purges. While many academics left the country, he remained in order to save a son from the long list of the disappeared and to unite with other persecuted intellectuals in the search for alternative educational institutions in Argentina.

Westerkamp was in North America this summer to receive a prize for the defense of freedom and scientific responsibility granted by the American Association for the Advancement of Science (AAAS). Analyzing the state of sciences and education under the regime, Westerkamp told his North American colleagues that professors with a left-wing or democratic orientation have been dismissed from Argentina's universities, and the majority forced to go into exile. Others have been imprisoned for months or even years. "There were a few, but not so few, who were kidnapped and have never surfaced since," says Westerkamp. "Among them were some brilliant scientists."

In December of 1973, the military published a list of scientists still authorized to teach at Argentine universities. Westerkamp's name was not on the list, although he had taught physics at the University of Buenos Aires since 1943.

"The Dean confessed to me that my name was omitted at the request of the military in the Ministry of Education," he recalls. "The Dean then authorized me to give my courses as a temporary teacher until a new Minister decided, in May 1980, that all those suspended in 1977 were definitely eliminated from the staff. There were several of us in this situation, and I was the only one in the exact sciences. I was thus punished for my involvement in favour of human rights, which followed my endeavors to find my kidnapped son."

With his dismissal, a thirty year career at the University of Buenos Aires came to an end, and the scientific labours of one of the most promising researchers of laser technology in the country. Westerkamp had been interested, in particular, in the laser's ability to speed up computer operations.

Westerkamp never tells his story without invoking the wider context of Argentine science and politics in which it took place. The draconian measures that befell him permitted him to become even more deeply involved in human rights activities and to figure as a founding member of a key organization which has called for a profound reassessment of higher education in the country.

About 70 of the country's intellectuals, including novelist Ernesto Sabato and human rights activist Adolfo Peres Esquivel, met last year in Buenos Aires to draft a manifesto for the "moral and intellectual reconstruction" of university studies. Those who signed the manifesto founded the Free Institute for Superior Studies (ILES). The Institute is teaching such generally proscribed subjects as sociology, political science, psychology and anthropology — all favorite targets of the military.

Some universities such as Lujan, which stressed the social sciences, were simply closed down by the military. In most cases, courses in the social sciences were eliminated because it was thought that they provided students with the analytical tools for unflattering assessments of the status quo.

ILES provided, for the first time in Argentine history, courses on human rights, and such subjects as the military's National Security doctrine. The core of the staff are volunteer professors dismissed from their universities. And, as expected, the entire enterprise has had to carry on without economic assistance from Argentina's rulers.

The Free Institute, which initially intended to fill the gap created by the elimination of courses and professors, also looks to the future, developing what it believes will be the blueprint for change. In the long run, it seeks to provide Argentina with the foundations for a global restructuring of higher education once the military return to the barracks and the country is democratically governed.

Westerkamp says that the present university system is incapable of modernizing with the times. It is hounded by the spectre of military repression and forced to stretch its resources to cope with massive new enrolments. "We have an anachronistic system, which has gone against the times and the evolving consciousness of the country," he says.

Under the present stagnant system, Argentine universities confer a single title on students, the *Licenciatura*, an equivalent of the Master's degree given after six years of full-time work. Westerkamp and his associates foresee the need for shorter 3 or 4-year programs granting the equivalent of Bachelor's degrees.

The system's inflexibility is compounded by the lack of accredited continuing education programs and by its inability to provide professionals and technicians with specialized courses which the Free Institute believes should be taught within the office and factory environments.

In addition, Westerkamp has a personal vision of decentralized universities, in which the mammoth Universidad de Buenos Aires would be broken down and its 200,000 students would attend smaller superior education centers closer to their neighborhoods.

But these ideas will almost certainly remain unrealized if the military refuses to step down in January of next year, as promised. For the moment, successive waves of angry demonstrations have not decisively loosened its grip on the country's educational structures. Westerkamp's outlook is pessimistic. He believes that the next president will be a man in uniform or a civilian close to the Armed Forces.

The country's financial efforts, throughout the year, have continued to be directed primarily to rearmament after the Malvinas fiasco. Ignoring 250 percent inflation — the highest in the world — the new budget unveiled in March proposes that military expenditures be twice as large as those in culture and education, and seven times greater than the purse allocated for public health. Science and technological research will receive about 2,8 percent of the new budget, while defense and security needs will be granted a full 20 percent of all public monies.

For science researchers and professors, the allocation of funds in the new budget contains no surprises. It is merely a continuation of a policy of suffocation of the country's scientific potential. The amount allocated, about $400 million, is unevenly divided, reflecting the division of power in today's Argentina. Since atomic energy development is the pet project of the military, a large part of the budget for science and research has been traditionally allocated to the Argentine Atomic Energy Commission — a largely militarized institution which is staffed with civilians but directed by the Navy. And the National Institute for Agrarian Technology, another beneficiary of governmental largesse, works in close contact with the country's landholding elites, the last bastion of support for the present power structure.

Westerkamp is keenly aware of Canada's participation in Argentina's development of atomic energy with the installation of Candu reactors — the latest one was inaugurated in May 1983 by Judy Erola, Minister of Mines and Energy. Eventually, he says, Argentina will be able to build a facility to recycle plutonium which will finally allow it to develop an atomic arsenal.

Scientific areas which seem less relevant to the military's concerns have been so seriously neglected that "70 percent of all our scientific production has been lost," says Westerkamp. "Poverty has struck the university research centers." There has been a gradual disappearance of vital scientific magazines and international scholarships, for which no monies can be found.

The one-dimensional approach of the military has been narrow enough to backfire even in the battlefield, observes Westerkamp. During the Malvinas war, English ships produced enormous confusion at night among Argentine vessels, which lacked vital laser technology for night-vision and increased shooting precision.

In the improvisational style which marked the entire operation, the generals went fishing for laser scientists who could do the job overnight. Westerkamp is relieved that he was not among those chosen for a task which he deems to be against his principles. But he smiles as he says that the generals eventually found a highly developed laser laboratory in Argentina — exactly what was needed. It was so well-hidden that no one could have possibly made good use of its facilities. The lab was located at one of the military's own installations.

Westerkamp has worked in a vacuum, drawing on untapped energies within in order to persevere in a country where the military has done its best to erode the development of education and science. The compounded effect of the cutbacks and the repression, he says, is "a lack of appropriate atmosphere" in which scientists may find collaboration and support. "There is no free discussion," he explains. "One may only talk of those themes on which one is presently writing or researching. The Physics Association was closed seven years ago with the military coup and we only managed to meet again for the first time in December of last year."

For decades Westerkamp attempted to steer clear of Argentina's stormy politics. Like many of his colleagues, he was inevitably drawn into the fray and has emerged deeply changed. Today the scientist is also a de facto politician, a man who can no longer fly the banner of "pure research" without looking critically at the interaction between the scientist and the society in which he lives.

Jose Robinson was with the Bahia Blanca Faculty of the Technological University in Argentina. Presently based in Montreal, he has worked with the Quebec Civil Liberties Union and other human rights and development organizations and is a Canadian correspondent for La Voz, *a key opposition newspaper in Buenos Aires. Paulo Carvalho is a producer working with the Latin American Section of Radio Canada International.*

University College of Cape Breton

VACANCY

SPEECH COMMUNICATION

SPEECH COMMUNICATION

Department of Languages, Letters and Communication

Title of Position: Tenure-track position at the assistant or associate professor level.

Qualifications required: Ph.D. in Speech Communication, plus teaching experience in the discipline at post-secondary level.

Nature of duties: Teach undergraduate courses in Interpersonal Speech Communication; Voice, Articulation and Nonverbal Behavior; Rhetoric/Communication Theory and Research; Rhetorical Criticism; etc.

Salary offered: Salary negotiable, depending on professorial level and teaching experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Person to be contacted: Send applications, including an updated curriculum vitae and names of three referees, to: Chairperson, Dr. Mary Lynch, sub-department of Speech Communication, Department of Languages, Letters and Communication, University College of Cape Breton, Sydney, Nova Scotia, B1P 6J2.

Effective date of appointment: July 1, 1984.

Deadline for applications: January 1, 1984.

These are the basic tenets which even today, hidden by the overgrowth of exploding curricula, may be vaguely discerned as the intention of our universities' teaching role. To think, to reason, to sift, to judge . . . .

A new return to the Seven Liberal Arts

by Larkin Kerwin

Several centuries ago, the world was populated by myriads of specialized craftsmen and guildsmen catering to the needs of society. Then came the Renaissance, with its explosion of knowledge in both old and new areas — including the beginnings of modern science and technology. The proliferation of specialists in this new era might have been equally explosive, and ultimately stultifying.

The idea of the Seven Liberal Arts came as an elegant solution, coordinating and simplifying the educational system by teaching wisdom rather than facts; reasoning rather than recipes. The system provided leaders for the new society for centuries, down to the time of our fathers.

What were, and are, these liberal arts? They were divided into the higher learning, or quadrivium, of Arithmetic, Geometry, Astronomy and Music. To them were added the lower learning, or trivium: Grammar, Rhetoric and Logic.

Naturally, these Seven Arts did not quite correspond to our own definition of them. Arithmetic included cabalistic analyses of numbers and Grammar was not the syntax which linguists now study but rather a blend of what we should call speechmaking and psychology — the politician's art. The term liberal derived from the Latin "liber", and the Seven Arts were considered those becoming the free person.

Although the liberal arts evolved over the centuries, the principle behind them remained, till recently, all but unchanged. Until about two hundred years ago, Western culture construed that men and women, free to learn, were best embellished by knowing how to think, reason, express themselves, analyze data, sift evidence and opinion, judge, and so take their place in polity. It was, and remains, one of the noblest ideals of our tradition: a framework for knowing both the world and oneself and an investment in that communal enterprise that best molds the individual. These are the basic tenets which even today, hidden by the overgrowth of exploding curricula, may be vaguely discerned as the intention of our universities' teaching role. To think, to reason, to sift, to judge...

Alas, events have proved this ideal too fragile to endure the stresses of acceleration. For one needs leisure to weigh and consider; time to digest facts and convert them into the nourishment of learning. Time is precisely of what our modern world has least. Beginning perhaps with the Industrial Revolution and continuing through our subsequent revolutions of mass production, mass consumption, electricity, atomic energy, and now infinite information, the pace of living has rushed on.

Who among us has the time to ponder Cicero, or polish his understanding of *modus tollens* in the syllogism? How many of us, in our headlong flight to master the stock market or the new Constitution, can create an interval to think about the duties a citizen has to his state? Webster's Dictionary, in fact, *defines* the liberal arts as "distinguished from technical or professional education"! Must we infer that it is impossible to be a scientist, a dentist, an agronomist or engineer, and be 'educated' in the liberal arts sense?

Like it or not, our time is upon us; to ponder Cicero and ignore economics would doom us all. Yet it may be possible still to adhere to the liberal arts ideal, if we strive for workable compromise, and produce professionals that are more than data-processing machines — as well as arts graduates who are not ignorant of science, technology, and quantitative modes of thought. How might this be brought about? We must first enumerate some of the factors any educative compromise would have to entail.

First, there remain the cultural needs of the individual: in our contemporary culture this means that facts must be known or access to facts understood. There is the need to earn a living: the days of education for a rich élite have thankfully passed, but the most dedicated scholar still must find shelter, clothing, and food — even if, like Chaucer's Student, he would rather buy books than a house.

Second, there remains the need to fit into society: to understand it, receive its gifts, and rise to a position from which one may address its inadequacies. If such a position enables the individual to pay money to his fellow man to assist him in joint enterprise, the individual transcends his category and becomes that much-abused, much-sought institution, the employer. In contrast, there is the individual's spiritual hunger: now as always, "Man cannot live on bread alone," and the most highly polished professional, if ignorant of beauty and morality, is still sadly incomplete.

Then, in our time, there are the needs of industry. The employer seeks people who are intelligent *and* who know something. These two criteria dovetail. If the employer is worth his salt, and is not content with a human number-cruncher, he will celebrate this accursed tendency of his employees to attack problems in a different way, rather than grumble about the disruption to standard procedure that such imagination creates. It is conventional wisdom to praise initiative; but in a busy workday, how many of us would truly welcome an employee who came to us with a good idea that would stand our company on its ear? Nonetheless, it is precisely this that is one of the duties of an employer.

Similarly, although we may have hired a man or woman for knowledge and even may be willing to support his or her initiative, we must also remain open to other disruptions caused by his or her morality. Traditionally, 'applied psychology' or 'industrial relations' has treated employees as manipulable, interchangeable, and subject to bribery or coercion; yet it remains a fact that we humans can be compelled by idealism as well. There are examples of wartime projects so secret that, say, statisticians dealt only with numbers divorced from any ostensive meaning; simply telling them what they were doing led to tenfold increases in productivity. Industry, then, requires people who know facts and who can take initiatives; but must furnish managers able to put up with and stimulate them.

The technical facet of training is more than ever essential because of the breakneck proliferation of technical knowledge. The sum of what we know may double every decade; there is even evidence that that doubling period may itself be shrinking. The Seven Liberal Arts have now mushroomed into today's seven-times-seven distinct disciplines. Many universities have more than 49 departments, and 490 may not be unthinkable, from bio-economics to engineering physics; even recent attempts to reconcile differing fields have often led to yet other areas of study.

Merely keeping track of the welter of information has spawned some of the most recent new fields such as programming, hardware design, systems analysis. There are those who think the technical librarian may be as central a figure to industry of the new age as the engineer is of the old. Again, much of this 'information overload' may be traced back to the same acceleration which destroyed the traditional Seven Liberal Arts.

Everywhere are signs that we are running out of time. All our crises — and there seem to be dozens of them — share this trait of urgency: toxic wastes, air pollution, Third World debt rollover, rainforest destruction, do not threaten us at some point in the mythical future: they loom *now*. And there seems as little opportunity to think through any of them, let alone all of them, as there is to ponder Democritus.

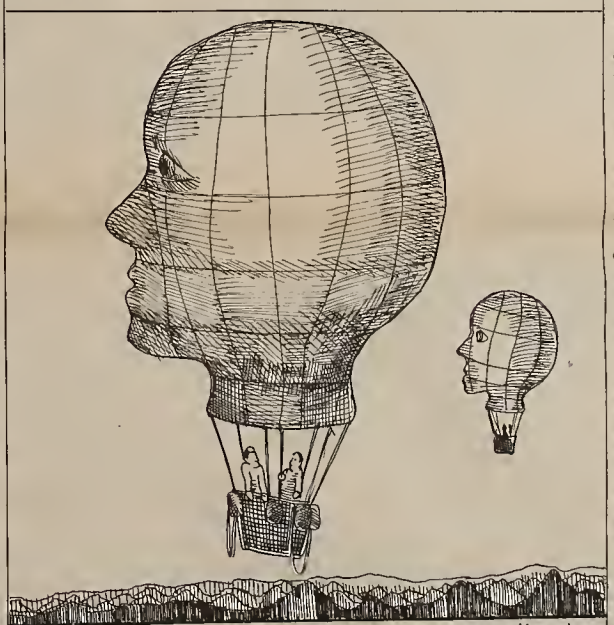
Well, we may have reached a limit in the evolution from generalized wisdom to specialized facts — at least in the area of education. There is a time constant in our schools that may be irreducible; and if it is, we may be up against it now. To date, educational institutions have responded to society's demands in exemplary fashion. Are there surveyors needed? We shall scale up our schools of surveying and turn surveyors out by the thousand. Dentists, electricians, bio-technologists? Those too.

But as the disciplines involved grow ever more complex, and as the consequences of inadequate or too-hastily-imparted knowledge rise out of sight, the culture as a whole, and especially the business community, might have to accept that pushing the schools to go faster and do more in the absorption of facts may at least be counter-productive.

This headlong push for progress has had a particularly negative impact on the quality of education in our universities. In fact, the result has been that there is often now *no* distinction in being a university graduate: the very specialized training received is often not very different from that received in the good community college or technical institution. Should there *be* a distinction? What would it be?

There should be, and it derives from the nature of a university. Basically, the purpose of a university is to shelter and foster research. It is a privileged milieu where motivated persons may search out the detailed descriptions of man and the universe and of the interactions between them. For this it came into the world, and over the centuries stretching from beyond Academus and the Lyceum this tradition has steadily enriched knowledge and, as a corollary, the well-being of humanity. This research has attracted those who wish to learn about what is discovered, hence the university's secondary teaching role.

Other circumstances have added many



Murray Long

Dr. Kerwin is the President of the National Research Council. He is a former president of Laval University. The article is adapted from a paper delivered at a conference "The Business Community and the University: the Need for Collaboration" held in Edmonton in April.

secondary roles to its current responsibilities: it is a depositary of knowledge, a trainer of professionals, a lieu of cultural activities, a source of service to the community, and so on. But its distinguishing feature is research. Take away research and you have an institution duplicating things that are all done elsewhere. Keep only the research and you have a university still.

Therefore, if graduates of a university have any distinguishing mark, it should be that they have spent some time in the presence of research: understanding its purpose, perceiving its methods, glimpsing some of the future in its results, perhaps participating somewhat, feeling the thrill of the intellectual and spiritual experience that flows from this most human of activities. Such students should perceive the dynamism of human knowledge, the thrust of the currents which are always stirring the future, the mechanisms of judgement of ideas. They should have learned, in brief, to think, to reason, to express themselves, to sift evidence and opinion, to judge. Ah, We are back to the Seven.

University graduates then, should be distinguished by an understanding of research, and thus be psychologically prepared for change. They will not be automation data processors, narrow specialists of the gas chromatography of nitrogen, Van derWaals molecules or walking tables of current demographic data, all set to be disconcerted and in need of recycling when the company of society in general needs some other expertise. Such graduates will, of course, know many facts, but will be ready discerningly to discard them for new facts, which their judgement will distinguish as *true facts*.

There are many interesting, honorable, useful and necessary educations of which society has need. There are many types of institution to provide them. That which is expected from a university should relate to its contact with research. The others should be confided to other institutions.

To achieve even partially a better distinction between institutions will be difficult. However, the improvement of all our education programs, to say nothing of their cost-effectiveness, requires a better use of the strengths of all our schools. Currently, secondary education in most of Canada, whether high school or .CEGEP, embodies principles set out two and three decades ago following the recognition in North America that our pre-eminence in technical education could no longer go unquestioned.

In a sense, our sons and daughters are in a school system created as a response to Sputnik. There, they are supposed to be exposed to all aspects of the scientific method, as well as to languages and the humane disciplines, and emerge understanding clearly what science and technology mean to today's world.

This goal is sometimes but seldom met. We tip our hats to the sometimes, but the seldom must be faced. We have laboratories full of splendid equipment that goes unused or is brought out once a term for a display; facilities capable of original research, in which no such research will ever be done; benches and fan hoods at which a few brilliant minds could thrive and prosper, but which are useless for their stated aim of educating en masse.

Is it too radical to suggest that secondary education spend more on qualified teachers and less on shiny equipment? Science uses instruments, but it is not instruments; it is a set of ideas, and in capable hands these can be imparted with verve, excitement, and considerable force.

There must be excellence here, or any reforms along this line will surely fail. Seniority must give way to proven competence, a mastery of subject must be the essence, and the discipline of teaching a desirable but associated quality. Only then will we be able to combine the incisiveness associated with the way the Liberal Arts reached the elite, with the universality inherent in education open to all who can absorb it.

Our universities will certainly have to change; but this change may be best expressed in a new unwillingness to be accelerated in their educative process: a change towards changelessness. We may see them hand over much of their undergraduate education to a new breed of semi-specialized universities, which would undertake to impart to their students a largely general curriculum split into only a few streams — for example, languages, mathematics, technology, history, arts, science, and philosophy: a new return to Seven.

Were this to come about, some universities of today would evolve towards being graduate schools, in which students would do original work under the direct supervision of professors, themselves researchers. More of these universities might in turn sub-specialize into producing mostly or only one profession: engineers or economists, or anything else after the fashion of some great schools.

Their graduates, however, would have been innoculated against a blinkered overspecialization by having first been graduates of the semi-specialized schools, at which they would be thoroughly exposed to values and outlooks that were the direct descendants of the original Liberal Arts. In this way our young people could perhaps be trained as desirable employees, yet be polished citizens as well. It is an ancient goal, worth reconsidering.

In the final analysis, the basic tenets of a university education would still seem to be those of the Liberal Arts course, as envisaged so long ago, but adapted to the 21st century: this should produce the thinking, critical person, cognizant of where society is going and armed with a balanced set of facts and techniques, a person for the Information Age.

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CENSURED ADMINISTRATIONS

South Dakota State Colleges and Universities under South Dakota State Board of Regents (September, 1961, pp. 247-255).....1962
Censure was voted specifically on the Board of Regents of Education of the State of South Oakota, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the Regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College September, 1968, pp. 306-313).

Grove City College (Pennsylvania) (March, 1963, pp. 15-24).....1963

College of the Ozarks (Arkansas) (December, 1963, pp. 352-359).....1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Nebraska State Colleges (Oecember, 1964, pp. 347-354).....1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

Amarillo College (Texas) (September, 1967, pp. 292-302).....1968

Southern University (Louisiana) (March, 1968, pp. 14-24).....1968

Troy State University (Alabama) (September, 1968, pp. 298-305).....1969

Frank Phillips College (Texas) (December, 1968, pp. 433-438).....1969

Central State University (Oklahoma) (March, 1969, pp. 66-70).....1969

Laredo Junior College (Texas) (December, 1970, pp. 398-404).....1971

Southern Arkansas University (March, 1971, pp. 40-49).....1971

Tennessee Wesleyan College (March, 1971, pp. 53-57).....1971

Onondaga Community College (New York) (June, 1971, pp. 167-174).....1972

Colorado School of Mines (March, 1973, pp. 73-79).....1973

McKendree College (Illinois) (March, 1973, pp. 86-92).....1973

Rider College (New Jersey) (March, 1973, pp. 93-100).....1973

Camden County College (New Jersey) (September, 1973, pp. 356-362).....1974

Voorhees College (South Carolina) (March, 1974, pp. 82-89).....1974

Virginia Community College System (April, 1975, pp. 30-38).....1975

Concordia Seminary (Missouri) (April, 1975, pp. 49-59).....1975

Houston Baptist University (April, 1975, pp. 60-64).....1975

Murray State University (Kentucky) (December, 1975, pp. 322-328).....1976

Blinn College (Texas) (April, 1976, pp. 78-82).....1976

Marquette University (Wisconsin) (April, 1976, pp. 83-94).....1976

University of Texas Health Science Center at Houston (December, 1976, pp. 364-368).....1977

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, pp. 82-87).....1977

Wilkes College (Pennsylvania) (April, 1977, pp. 88-93).....1977

State University of New York (August, 1977, pp. 237-260).....1978

University of Detroit (March, 1978, pp. 36-54).....1978

Phillips County Community College (Arkansas) (May, 1978, pp. 93-98).....1978

University of Maryland (May, 1979, pp. 213-227).....1979

University of Texas of the Permian Basin (May, 1979, pp. 240-250).....1979

Wingate College (North Carolina) (May, 1979, pp. 251-256).....1979

Olivet College (Michigan) (April, 1980, pp. 140-150).....1980

Nichols College (Massachusetts) (May, 1980, pp. 207-212).....1980

Bridgewater State College (Massachusetts) (April, 1981, pp. 86-95).....1981

Harris-Stowe State College (Missouri) (May, 1981, pp. 133-142).....1981

Yeshiva University (New York) (August, 1981, pp. 186-195).....1982

Eastern Oregon State College (May-June, 1982, pp. 1a-8a).....1982

University of Idaho (November-December, 1982, pp. 1a-17a).....1983

Sonoma State University (California) (May-June, 1983, pp. 3-12).....1983

Goucher College (May-June, 1983, pp. 13-23).....1983

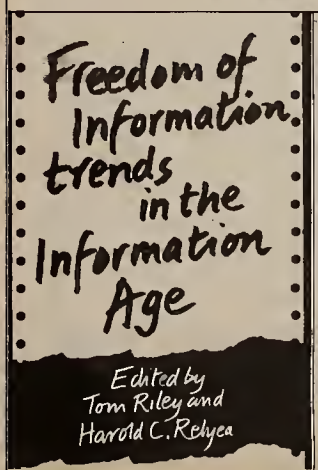
Auburn University (May-June, 1983, pp. 24-32).....1983

Morehead State University (Kentucky) (May-June, 1983, pp. 33-41).....1983

American International College (Massachusetts) (May-June, 1983, pp. 42-46).....1983

Right-wing polemics fog FOI issue

by Richard J. Bazillion



Freedom of Information Trends in the Information Age edited by Tom Riley and Harold Relyea, Frank Cass, London, 1983

These five papers, originally published in a special issue of the *Journal of Media Law and Practice* (vol. 3, no. 1), survey the state of freedom of information in Western Europe, the Commonwealth and the United States.

Co-editor Tom Riley, believing that "Freedom of Information is an idea whose time has come," optimistically calls ours "the information age;" but his contributors' findings do not always bear him out. For every hopeful sign that the Western democracies are becoming more open and accountable, there are disturbing hints that the pendulum is beginning to reverse its swing. Both trends are evident in the pages of this volume, which may leave proponents of FOI feeling somewhat uneasy.

On the positive side, the roster of countries with FOI laws on their statute books is lengthening: the United States, Australia, France, the Netherlands, the Scandinavian countries and, most recently, New Zealand and Canada. Four Canadian provinces have enacted access legislation and another four are moving in that direction. Progress already owes a great deal to the lobbying efforts of various professional and advocacy organizations, inspired in turn by developments in the United States.

The American FOI Act has achieved outstanding results, particularly since 1972. This record is documented in an appendix prepared by Dr. Harold Relyea, the book's co-editor and a researcher in the Library of Congress. Relyea and a colleague, Suzanne Cavanagh, reviewed press reports on information disclosed by the United States government under the FOIA over an eight-year period. Their compilation demonstrates that access legislation is an effective antidote to administrative secrecy. Having this list handy is, in itself, worth the price of the book.

To sample these revelations is to examine the underside of American government. We learn, for example, of collusion between judges and prosecutors in the Rosenberg and Chicago Seven trials. Government agencies, such as the Internal Revenue Service and the FBI, are shown harrassing citizens suspected of holding disapproved political views. In a less lurid vein, Allen Weinstein receives previously classified FBI documents on the Alger Hiss-Whittaker Chambers case, which enable him to reassess this episode in cold war history. There are numerous instances of consumer advocacy groups gaining access to product-safety tests, the results of which had been withheld by official fiat.

Most titillating of all the revelations are the bizarre doings of the CIA. The following incident is sadly typical:

> (In April 1979) the Central Intelligence Agency released records indicating that the Agency attempted to obtain a Tanganyikan crocodile's gall bladder and "other poisonous viscera" for experiments, but was frustrated in this effort by British colonial laws forbidding the shipping of such toxic materials. Other documents showed that the CIA sought to contact an African witch-doctor "to provide us with the details concerning the methods and techniques employed in preparing the poison."

Exploits of this sort, probably unmatched in the annals of the R.C.M.P. Security Service, add a new dimension to the slippery concept of "national security". They confirm the need, recognized by the McDonald Commission, to define the term more precisely, in a way which limits the use of such devices as excessive security classification. Now that Canada has enacted its own access statute, the whole edifice of administrative and legislative secrecy needs to be modernized.

Passage of Bill C-43, after all, marks the beginning of a reform process, not its completion. Nevertheless, an access law which permits some light to penetrate the dark recesses of government, as Riley points out, is "an important cornerstone for democracy itself." How firmly that vital support is anchored, in Canada and elsewhere, is another question. Resurgent conservatism threatens at this moment to undo at least one well-established experiment with FOI: that in the United States. Harold Relyea's essay considers the implications of proposed changes to the Act which may well lead to its evisceration.

American presidents, with the exception of Jimmy Carter, have been ill-disposed toward FOI since its inception. Lyndon Johnson and Richard Nixon had obvious reasons for their dislike of openness. But only Ronald Reagan, a devoted reactionary urged on by his acolyte, Senator Orrin Hatch, has dared a frontal assault. The problem, as Dr. Relyea writes, is that "the FOI Act is a fragile and imperfect law." Assuming that Reagan secures another term, he may use comparatively minor defects in the legislation (described in the article by Senator Jim Sasser, former chairman of the FOIA's oversight committee) as an excuse to scuttle it altogether.

Attrition of FOI in the United States would mean a setback for the cause of government accountability the world over. Parliamentary systems such as our own find it difficult enough to assimilate the FOI principle without having the issue fogged by a neighboring country's right-wing polemics. There is a danger that southerly breezes may convey the wrong messages to Ottawa.

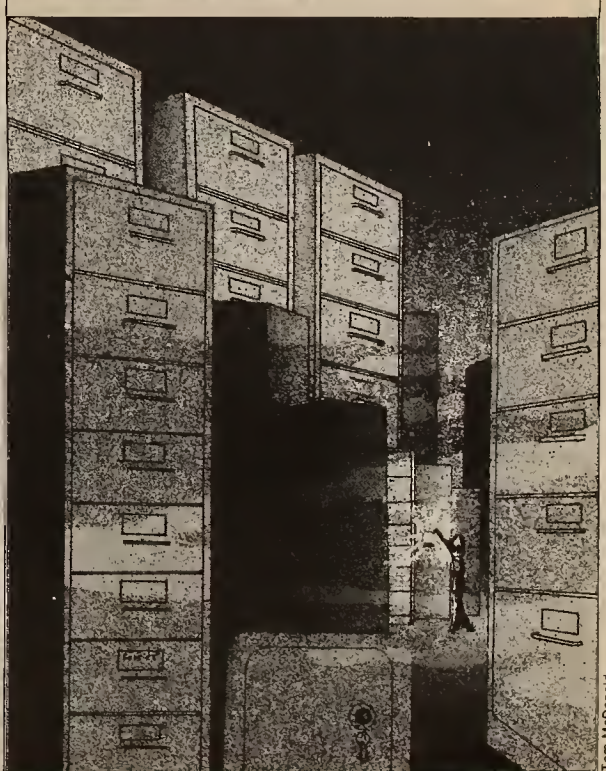
Prospects for FOI in the United Kingdom, according to a British observer, remain grim. Martin Smith's appraisal of the current situation has a pessimistic tone influenced by Westminster's traditional antipathy toward openness, compounded today by rampant Thatcherism. Now that the redoubtable lady has Parliament at her feet, the auguries are not encouraging. Efforts to win passage of an access bill, led in the past by the Liberal M.P., Clement Freud, will surely fail, since "the Thatcher government has made it unambiguously clear that a Conservative administration will not legislate for open government."

In other Commonwealth countries, the outlook is less dismal. Australia's access law went into effect late last year; Canada and New Zealand joined the club on July 1, 1983. Although none of the new statutes is a paragon, each is likely to enjoy enough respect from ministers and bureaucrats to function passably.

Tom Riley's comments on them directs our attention to these salient issues: (1) conflict between the access principle and official secrecy laws; (2) the status of ministerial responsibility in disputes over access to departmental files; (3) the nature of judicial review and the application of harms or balancing tests as a means of resolving disputes; (4) reciprocity between the values of openness and privacy protection. Out of the collective experience of several parliamentary jurisdictions will come a much clearer understanding of how our historically secretive institutions of government may accommodate themselves to the public's desire for greater openness and accountability.

A volume as slim as this one (172p.), and concerned with so complex a topic, suffers from its space limitations. A longer essay by the editors, contrasting the influence of American and Commonwealth political institutions on the access question, would have been appreciated. As it is, Canadian readers who want more information on the status of FOI in Britain should consult James Michael's *The Politics of Secrecy* (Pelican Books, 1982). Furthermore, Riley's "selected bibliography" is rather too selective, since it excludes a great deal of material germane to the issue.

In spite of these complaints, the book is a useful addition to the literature on freedom of information. More collections like it will be needed in the difficult years ahead, if the information policies of democratic governments are to receive the thorough discussion and analysis they deserve.



Tom McDonald

Richard J. Bazillion is Chief Librarian and Associate Professor of History at Algoma University College.

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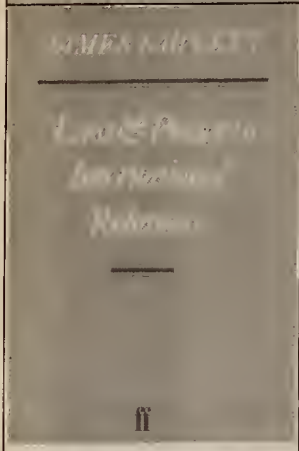

Law and Power in International Relations, James Fawcett, London: Faber and Faber, 1982. ISBN 0-571-10537-8. $35.75

A bit of a parson's egg

by Richard J. Powers

Hugo Grotius in 1625 wrote: "There are not lacking, and formerly were not lacking, those who so despised law saying that nothing but an empty name existed." This pronouncement by the recognized "father" of international law epitomizes the quarrel that has been central to the field for more than three and a half centuries: Is international law, law?

The answer, and indeed there is no answer satisfactory to all, is exceptionally complex. *Inter alia*, it depends on one's conception of the nature, origins and efficacy of law. Even a *definition* of international law is, at best, bound to be controversial and at worst grossly inadequate, which is why, no doubt, James Fawcett in the book under review avoids offering one. Still, a few statements about the various perspectives of international law may be useful. Being brief and therefore oversimplified they can do more than serve as illustrations.

To the strict positivist only those obligations specifically undertaken by the state (a treaty, for example) have the binding force of law; all else (including custom) can be regarded as a sort of positive morality. Most positivists, however, accept the place of custom in the formulation of law, a concession that constitutes both a strength and a weakness of their position.

The more central view (explicated by Fenwick and Brierly) holds that international law may be defined in broad terms as the general principles and specific rules which are binding upon the members of the international community in their mutual relations. This, of course, is a tautology. Hans Kelsen, another middle-road theorist, argues that such a definition is adequate only if it relates not to the object but the procedure; i.e., not the matters or spheres with which international law deals but with the manner of its creation.

Finally, at the opposite extreme of the positivists are the natural law proponents who hold that law is natural to man, applicable everywhere and is discoverable by the exercise of right reason. Reason, practice and general principles of justice, equality, etc., are its sources. Within this conception of law are myriad schools ranging from the belief in God as the original and only true source of law, through the majority of such thinkers who hold that custom, treaties and other state undertakings are valid expressions of natural law, to Samuel Pufendorf who held that only reason — not treaties — constituted the basis of law.

Law and Power in International Relations is accurately titled. Fawcett is concerned with describing the workings of and the relation between the two concepts in the realm of international relations. Unlike law, power is defined: "In its primitive form power is the ability to induce others to act, or not to act, by the use of physical force or threat of its use. In a political community it is the ability to make decisions and choices on behalf of or affecting others, which they will or must accept largely for two reasons." The reasons are 1) that size necessitates delegation of decisions and 2) physical force — actual, potential or symbolic — remains a constituent of power.

Power like law is a multifaceted concept and while one might argue here for a more comprehensive specification because of its central role, Fawcett's definition is fully functional. It is not, however, consistently applied. Other measures such as GNP, population, nuclear capability and prestige are introduced to determine "power rankings," a hierarchical listing of groups of states.

Chapter One, entitled International Contexts of Law and Power, is by turns philosophical, historical, legalistic, descriptive, pragmatic and analytical. To me it was much the most enjoyable chapter. I could (do) quarrel with some of Fawcett's characterizations or interpretations of writers and their ideas in the respective fields touched on, but I found his eclectic approach, the sheer scope of his attentions, far outweighed any of my misgivings.

In this chapter Fawcett distinguishes law as process from law as rules, the former being broader and anchored in practice, the latter more specific both in content and origin. He then turns to a four-fold construction which he says will "determine the incidence and effectiveness of law in the conduct of international relations and the exercise of power . . ." The four determinants are Authority, National Interests, Influence and Coercion, and Common Objectives. He means, in subsequent chapters, to apply these determinants to certain selected "international exercises of power . . . to try to determine the authority of the law and its effects upon them." In part he succeeds.

Chapter Two, Power Frontiers, also has much of value. Several important international political events are briefly examined and the respective roles of law and power consistently inform the inquiry. The Sino-Soviet frontier (more accurately the Sino-Russian frontier, since Fawcett begins in the mid-Nineteenth Century), Berlin (1948-58), Cuba (1962), Suez (1956) and Afghanistan (1980) are the cases he uses. The writing is brisk, the detail sufficient and the relative limits of law and power clearly demarcated.

Fawcett introduces additional variables when dealing with disputes over power frontiers. These are whether the conflict is critical or of secondary importance to the disputants, and whether the conflict is central or peripheral geographically to the power frontier, which for the more powerful states often transcends the actual boundaries of the state. Naturally the risks are higher when a dispute is both critical and central, as with the Berlin Blockage and the Cuban Missile Crisis. Not surprisingly, law tends to have its greatest influence and use when power is unavailable or is unusable, either because of balance or excessive risk in relation to the objective.

Would that the remaining four chapters maintained the same level of analysis; they do not. Chapter Three, Economic Power, has something to say about law and very little about power. In effect, Fawcett resorts here to an unwelcome spate of citations from bilateral treaties and policy statements, all toward the end of registering the extent to which international law and international order achieve mention in their texts. Inexplicably this exercise is supplemented with an annex: the thirty-four articles of the U.N. Charter of Economic Rights and Duties of States, running to fourteen of the book's 140 pages.

Chapter Four, Human Rights, to the extent that it deals with the issue of Rhodesia/Zimbabwe, provides a good illustration of the use of law as an exercise of power. Recourse to law, albeit of different forms, by the Smith regime, the United Kingdom and the United Nations is tellingly noted, as indeed are the underlying reasons. Once again textual citations seem unduly abundant but, in this instance, they do serve to make the point. A much more strained and, in my view, unsuccessful attempt is made to equate the regulation of nuclear power with human rights.

The final two chapters, while making some useful points, are considerably more tendentious; more disconcerting, they lack coherence. This latter condition is exacerbated by footnotes that bear no relation to the text until the reader realizes that notes 133 through 143 pertain to citations 132 through 142.

To conclude, there are many useful, interesting and well developed ideas contained in this short volume. In fairness, however, it comes out a bit of a parson's egg: good in parts. Fawcett's concluding words, which shall also be mine, are unexceptional: "In sum, law cannot itself create order in international relations, but emerges as a fact of life where there are minimum degrees of order, which it may serve to rationalize and extend."

Professor Powers is with the Department of Political Science at the University of Victoria.

Book realistic on nuclear threat

by Flora Lewis

Living with Nuclear Weapons, published by Harvard University Press.

The nuclear freeze debate has been of great value in reviving intense public interest in the atomic arms race. But it has gone about as far as it can go.

A mutual freeze is probably unattainable. A recent Soviet hint of interest included requiring Chinese, British and French acceptance. If the enormously complicated negotiations did start, they would be more likely to spur a rush for new arms before the deadline than to halt it.

Further, a freeze not only at present levels but with present types of weapons is not desirable. It would perpetuate a grave strategic error made when the United States decided to focus on multiple warhead missiles, and the Soviet Union followed in spades.

It would be more helpful at this stage to ban anti-satellite weapons, which are not necessarily nuclear, because they could seriously threaten what mutual confidence exists that neither the United States nor the Soviet Union is about to launch an attack.

Satellite killers could leave one or both sides like enraged deaf and blind tigers, with their teeth and their roar intact. They can destroy what controls exist.

Still, the nuclear issue remains. The danger of pursuing the debate in its current public terms is utter frustration, just when citizens are coming to realize that something must be done and are willing to participate in the search for sound measures. Unless the argument moves to a more concrete, informed understanding of the nuclear age, people are likely to square off between the extremes of unilateral disarmament and renewed apathy; in effect, "let the leaders decide."

President Derek Bok of Harvard concluded last year that the universities have a responsibility to promote public education. He commissioned a book in which six scholars deliberately set out to share expertise with their fellow citizens, in a form interested laymen can absorb.

It is called *Living with Nuclear Weapons*, and is published by Harvard University Press. While it does reach the clear conclusion that there is no forseeable way to get rid of these weapons, as Prometheus could

Nuclear threat

never undo his theft of fire for mankind, it is at least an effort to give the public the necessary tools for judging the question at hand.

The goal is to move the debate to a new level that is "realistic without being fatalistic," that can enable the citizen to reach about the same capacity for decision that political leaders gain by listening to advice from the few who know but often disagree. A virtue of the book is that it gives full weight to all the unknowns, making clear there is not and cannot be an escape from the multitude of uncertainties.

Each citizen is not only a target, the book points out. Each is also an actor in the fateful drama ahead. Each needs more than the instinct of revulsion to guide the nation and the world through the hazardous passage to a more hopeful future.

The writers say certainty is not only unachievable, it is a formula for disaster. They reject both complacency and utopianism, since greater safety will not come unless people act to attain it. But neither will it come if they require absolute wisdom from fallible humanity.

They quote T.S. Eliot on the foolishness of humans who "constantly try to escape — From the darkness outside and within — By dreaming of systems so perfect that no one will need to be good."

The whole point is that we do need to do better, and to manage our conflicts while we go about it. Jonathan Schell's essay on *The Fate of the Earth* vividly stirred awareness of what could happen if we fail. But, as the Harvard book says, the only solution he offered was to "reinvent politics, reinvent the world." That is no solution at all because it isn't possible, and it impedes the effort for improvements that are possible.

This Harvard short course on the nuclear dilemma discusses the history of the weapons, the way successive generations were developed, the strategies of how deterrence can work and what must be planned in case of failure, the fuzzy question of what can be considered a balance, what kinds of weapons are stabilizing or destabilizing, what arms control can be expected to achieve.

Jargon and acronyms are translated into intelligible English in the text. Often, the layman's sense of impotence at sorting out nuclear issues is provoked by no more than the arcane vocabulary. Translation makes a big difference. Even more useful would be a glossary of technical, strategic and military terms used by insiders. It is to be hoped Harvard will go on to produce one for ready reference.

A manual, or a syllabus, to enable groups of concerned people to organize their own study sessions of just what the nuclear age is about would also help. It is not enough to hate the bomb, or hate the foe, or both. The need now is to proceed from emotion to information on the actual issues.

Harvard has performed a service. The next step requires individual efforts by citizens to equip themselves to use their democratic right of decision by using their freedom to gain knowledge. It is a promising challenge.

From *The New York Times*

Morocco/Canada Joint Scholarship Program

Moroccan students will be coming to Canadian universities under a scholarship program funded equally by the Moroccan government and the Canadian International Development Agency (CIDA). CIDA's total contribution will be $2 million over an estimated five years. Moroccan students who hold scholarships from their Ministry of National Education will receive $3,000 each year for living costs as well as up to $4,500 annually for tuition fees from CIDA's contribution. Each scholarship made available by the Moroccan government equals, for most cases, the sum provided by Canada for living costs.

The program begins in the current school year 1983/84. The students are mainly at the master and doctorate levels in the pure sciences, applied sciences, information sciences, French and English language, and education. The administration of the project, including the selection of the students, is the responsibility of the Moroccan embassy in Canada. Moroccan students will either choose their Canadian university by themselves or by enlisting the aid of their embassy.

For further information, please contact:
Mme Fatima Bounalaa
Counsellor, Embassy of Morocco
38 Range Road
Ottawa, Ontario
K1N 8J4

UNIVERSITY OF EL SALVADOR BOOK CAMPAIGN

*For more details, see page 36, September issue

Co-ordinators on local campuses

Memorial	Niall Gogan, Office of Research
Dalhousie	John Kirk, Department of Spanish
Technical University of Nova Scotia	Peter Ross, International Development Office
Acadia	Macha MacKay, Counselling Services
Cape Breton College	Brian Tennyson, Centre for International Studies
St. Francis Xavier	Howie Gardiner, Coady International Institute
U. of New Brunswick (Fredericton)	D. MacIver, Dean, Department of Education
St. Thomas	Neale Hidalgo, Romance Languages
U. du Québec à Chicoutimi	Jules Dufour, Doyen, Études du 1er cycle
U. du Québec à Hull	Marc-Aurèle Vincent, Doyen, Etudes avancées et recherche
U. du Québec à Montréal	François Carreau, Études avancées et la recherche
U. du Québec à Trois-Rivières	Fernand Caron, Études avancées
University of Ottawa	Rolf Wesche, Geography
Queen's	Wayne Miles, International Centre
Ryerson	Alison Acker, Department of English
York	Ibor Briones, CERLAC
Brock	Bill Hull, Political Science
Waterloo	(Susan Isaac, CUSO (Waterloo)
Wilfrid Laurier	
Windsor	Frank Innes, Geography
Manitoba	J. Romanowski, Geography
Athabasca	Maxim Jean-Louis, Student Services
Calgary	Julie Kearns, Student Services
Lethbridge	Cheryl Fujikawa, CUSO
University of British Columbia	Natalie Que, WUSC
Victoria	Fred Bennett, Graduate Studies

If there is no co-ordinator on your campus and you are interested in getting involved in the campaign, please write or call:

Karine Poznanski
International Development Office/AUCC
151 Slater St.,
Ottawa
K1P 5N1
(613) 563-1236

or

Mary Fletcher
Canadian Organization for Development Through Education
321 Chapel St.,
Ottawa
K1N 7Z2
(613) 232-3569

Funds are needed for shipping the books to the University in El Salvador. Those wishing to help by making a cash contribution, please make cheques payable to "The University of El Salvador Book Campaign" and send to the Canadian Bureau for International Education, "The El Salvador Book Campaign", 141 Laurier Ave. W., Ottawa, Ontario K1P 5J3

FACULTY POSITION

Clinical Pharmacy

The Faculté de pharmacie at the Université de Montréal seeks to fill a tenure-track FACULTY POSITION IN CLINICAL PHARMACY with a person to join existing faculty members in this area.

Candidates must possess a bachelor degree in pharmacy or equivalent and be a registered pharmacist. They must also possess a Ph.D. or equivalent in a proper discipline.

A demonstrated capability and experience in clinical research is required. The candidates must have conducted research in one or more of the following:

- ☐ Investigations linking drug research in animals to drug use in patients.
- ☐ Clinical investigations focusing on such aspects as drug metabolism and disposition in humans in both health and disease.
- ☐ Clinical studies in patient management dealing with issues such as the study of investigational drugs, use of old drugs for new indications, methods of optimizing drug therapy, therapeutic drug monitoring, adverse drug reactions, interaction between drugs and of drugs with foodstuff and additives.

The candidates will also demonstrate a genuine interest for the development and improvement of clinical pharmacy practice, especially in those aspects concerning improvement and rationalization of drug therapy. Finally knowledge of the French language is required.

The candidate will be expected to develop and maintain co-operative and/or independent research programs in clinical pharmacy in the areas described above and guide graduate students.

The candidate will be expected to share teaching efforts within the Faculty's professional and graduate programs.

Salary will be commensurate with qualifications and experiences according to the collective contract in force.

The position is expected to be filled during the 1983 Fall quarter.

Applicants should send a personal letter outlining their interests in the position together with a curriculum vitae including a list of publications, official transcripts, and the names of at least three references to:

Dean Jacques Gagné
Faculté de pharmacie
Université de Montréal
C.P. 6128, Succ. A
Montréal, Québec
H3C 3J7 Canada

Applications must be received by October 30, 1983.

In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY

SABBATICAL LEAVE CANDIDATES
W.F. JAMES CHAIR OF STUDIES IN PURE AND APPLIED SCIENCES

St. Francis Xavier University invites applications from candidates considering sabbatical leave in 1984-85 for tenure in its W.F. James Chair of Studies in Pure and Applied Science. Eligible departments are Biology, Chemistry, Geology, Mathematics, Physics and Psychology. The minimum period of tenure is six months.

It is expected that the holder of the Chair will have an established record as a recognized scholar in one of the above disciplines. The individual's educational background, professional qualifications and work experience are expected to be commensurate with that normally required for a senior academic appointment at a University.

In addition to pursuing his/her normal research activities, the incumbent is expected to interact extensively with faculty and senior students, teach a maximum of one course or seminar plus present a maximum of three public general lectures a year.

Cognizant of the nature of the position the University has set the stipend level to provide for partial or full salary replacement, based on actual salary at the time of application. The total entitlement shall not exceed $75,000 yearly, however, the minimum contribution from the Chair shall be $30,000. The department in which the incumbent is located will have access to research funds from the Chair to provide supplementary research support for the incumbent. The appointment will begin September 1, 1984.

Applications should be mailed prior to November 15, 1983 to:

Dr.J.J. MacDonald
Executive Vice President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

University of Saskatchewan

ACADEMIC POSITION — CRITICAL CARE MEDICINE

A tenure-track academic position in Critical Care Medicine, as Director of the Medical Intensive Care Unit, is available in the Department of Medicine at the University Hospital in Saskatoon. Applicants should have, or be eligible for, specialist certification in Internal Medicine and have additional training in Critical Care Medicine. The opportunities and responsibilities related to this position include teaching, research, patient care, as well as organization and ongoing development of the Intensive Care Unit. In accordance with Canadian immigration requirements priority will be given to applicants who are Canadian citizens or permanent residents of Canada. Applications, including a curriculum vitae and names of three references, should be forwarded to Dr. R. M. Bala, Professor and Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

Recteur

L'Université Laurentienne invite les candidatures ou les nominations au poste de Recteur pour entrée en fonctions le 1er juillet 1984.

A titre de premier administrateur exécutif de l'Université, le Recteur dirige et supervise toutes les activités des secteurs administratif et académique.

L'Université Laurentienne est une institution bilingue et fédérée qui inscrit environ 2,800 étudiants à plein temps et quelques 4,500 étudiants à temps partiel, à son campus principal et dans des centres hors campus. Ses quatre facultés offrent des programmes de premier cycle dans les Humanités, les Sciences sociales, les Sciences, l'Administration, les Sciences de l'éducation, le Génie, les Sciences infirmières, l'Education physique, le Service social et la Traduction. Il y a aussi des programmes de deuxième cycle dans les Arts, les Sciences et l'Administration.

Le Recteur devrait avoir fait la preuve de ses capacités administratives et de son esprit de leadership dans des fonctions de cadre supérieur. Il doit posséder un solide dossier de recherche/publications et être parfait bilingue au moment de son entrée en poste.

Conformément aux exigences d'Immigration Canada, cet appel de candidatures s'adresse aux citoyens canadiens et aux immigrants reçus.

Les candidatures seront traitées de façon confidentielle. Prière de les faire parvenir à l'adresse suivante avec un curriculum vitae complet et le nom de répondants.

M.R.E. Chrysler
Secrétaire
Comité de sélection du Recteur de l'Université Laurentienne

Université Laurentienne
Chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6

President

Laurentian University invites applications or nominations for the position of President commencing 1 July, 1984.

The President, as the chief executive officer of the University, has overall responsibility for the direction and supervision of the academic and administrative work of the University.

Laurentian, a bilingual, federated institution currently enrolls some 2,800 full-time students and some 4,500 part-time students on campus and off campus. Organized into four Faculties, the University offers undergraduate degree programmes in Humanities, Social Sciences, Science, Commerce, Education, Engineering, Nursing, Physical Education, Social Work and Translation. There is a small graduate programme in Arts, Science and Business.

The President should have proven leadership and administrative ability at a senior level, a demonstrated academic background and be integrally bilingual upon taking office.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

Written applications or nominations, accompanied by a résumé of qualifications and names of referees will be received in confidence by

Mr. R.E. Chrysler
Secretary
Search Committee for the President

Laurentian University
Ramsey Lake Road, Sudbury, Ontario P3E 2C6

CAUT

Report on the grievances of Professor J.C. Weldon and Professor A. Asimakopulos of McGill University

The following account was prepared by the CAUT Academic Freedom and Tenure Committee. It is prefaced by a letter from the Past President of the CAUT, Kenneth L. McGovern, to Mr. Hugh C. Hallward, Chairman of the Board of Governors of McGill University. The Board of Governors rejected the suggestion contained in Professor McGovern's letter and the CAUT Board approved the publication of the report.

Dear Mr. Hallward:

At its meeting on October 29-30, 1982 the CAUT Board received the attached report of the CAUT Academic Freedom and Tenure Committee into the grievances of Professors J.C. Weldon and A. Asimakopulos of the McGill Department of Economics. This report was prepared when repeated efforts to resolve the grievances over the past four years were unsuccessful. The report, which has already been sent to Senate is, I believe, an accurate account of the cases. I would, however, be glad to learn of any errors or misinterpretations which it contains. The Senate did not respond to a similar request.

The CAUT Board asked the McGill Senate on November 9, 1982 to reconsider its decision not to rescind the action which it took which was prejudicial to Professors Weldon and Asimakopulos nor to agree to submit the matters in dispute to arbitration. I learned recently that the Senate at its meeting on January 26, 1983 passed the following motion:

"Senate declines to take any further action in this matter and instructs the Secretary to inform CAUT that it does not wish to rescind the action which it took on November 11, 1978, nor does it agree that the matter should be submitted to binding arbitration".

In accordance with the wishes of the CAUT Board, I am writing now to ask that the Board of Governors of the University resolve this protracted dispute. Specifically we are asking that the Board act to remove the discredit brought on Professors Weldon and Asimakopulos by the findings of the Senate Committee on Disclosure of Information (the Martin Committee), by Senate's endorsement of that report and by the distribution of the report and the publicity given this matter in The McGill Reporter (November 29, 1978) under the headline "Three Professors Reprimanded in Senate".

I or representatives of the CAUT Academic Freedom and Tenure Committee would be glad to discuss with you the modalities of an acceptable settlement. Alternatively, CAUT suggests that the entire dispute be submitted to binding arbitration under terms of reference to be negotiated with the Board of Governors. This method of dispute resolution is widely seen and is widely used in the academic community as a desirable way of resolving disagreements.

If we cannot reach agreement on a mechanism for resolving this dispute I must advise you that the CAUT Board has authorized publication of the report in the CAUT Bulletin.

I would be grateful if you would bring this matter to the attention of the full Board of Governors at the earliest opportunity. I would, of course, be glad to meet with you at your convenience to discuss the dispute if you think that would be helpful.

Yours sincerely,
Kenneth L. McGovern
President

* * * * * *

The cases of Professor J.C. Weldon and Professor A. Asimakopulos arise from a dispute concerning the procedures to be followed for the consideration for promotion to full professor of a member of the Department of Economics at McGill University in 1978. Part I of this report describes the events which led up to the lodging of a complaint with CAUT, and which are common to both appellants, Part II comments on these events and the appellants' grievances. Part III discusses those aspects of the affair which arose from the use by Professor Asimakopulos of the McGill grievance procedures.

I

Early in 1978 an associate professor in the Economics Department, Dr. X., decided to apply for promotion to the rank of Professor. The normal procedure in the University at that time was for the candidate's credentials for promotion to be considered first by the departmental promotion committee, which would then make a recommendation to the Dean of the Faculty who could then make a recommendation to the Principal for the setting up by Senate of a selection committee. It is this selection committee, which is chaired by the Principal or his deputy, that makes a recommendation to the Board of Governors.

On January 16, 1977, Dr. X. wrote two letters, one to Professor Robert Vogel, then Dean of the Faculty of Arts, and the other to Professor Asimakopulos, then chairman of the Department of Economics. The letter to Dean Vogel requested that a selection committee, as specified in Section 3.4.3 of the University Statues, be established to consider his promotion to the rank of professor. Copies of this letter were sent to Professor Asimakopulos, Vice-Principal Pedersen, and Professor Rubinstein, who was identified in an accompanying letter as his advisor on this matter.

The letter to Professor Asimakopulos referred to the request to Dean Vogel. Dr. X. also stated that he had a series of what he described as "sharp disagreements" with Professors Weldon and Asimakopulos, and asked that they recuse themselves from the promotions and tenure committee if it were going to provide any advice on the question of his promotion. Copies of this letter were sent to Vice-Principal Pedersen, Dean Vogel, Professor Rubinstein, and the five full professors in the Department of Economics who, with Professor Asimakopulos, comprised the departmental promotions and tenure committee.

Professor Asimakopulos replied to Dr. X. on January 17 and denied the statement that differences had created 'an atmosphere of hostility'. He told Dr. X that he would be pleased to raise his request for promotion with the departmental committee and asked him to provide an up-to-date curriculum vitae and copies of relevant publications. Dr. X declined to do so unless Professors Weldon and Asimakopulos recused themselves from the committee, and renewed his request to Dean Vogel for a statutory selection committee. The latter replied that he was waiting for advice from the Department. The Department of Economics had placed all matters concerning promotions in the hands of its committee on promotions, and Professor Asimakopulos wrote to Dean Vogel that the advice of this committee — by a vote of 5 to 1 — was that normal university procedures should operate in the case of Dr. X as in any other case. The Dean was also told that the committee was prepared to meet with Dr. X to consider his request for promotion.

Dr. X chose not to meet with the department's committee on promotions and tenure, but the Dean decided nonetheless to proceed with the recommendation to Principal Bell for Senate to appoint a statutory selection committee. Professor Asimakopulos protested vigorously to Dean Vogel, and then to Vice-Principal Pedersen, and finally to Principal Bell that the setting up of a selection committee in this manner was unprecedented and contrary to the University's own guidelines on promotion procedures. He pointed out that if Dr. X were to appear before the departmental promotions committee, and felt that he had been treated unfairly, he had the right of appeal according to established procedures.

Professor Asimakopulos' protests were to no avail, and on May 26, 1978, the Senate adopted a report of its Nominating Committee that recommended the setting up of 6 selection committees, one of which was for Dr. X. A member of Senate is reported in the Minutes of Senate as having asked "whether the Department had been involved in the normal way of recommending each of the candidates for these six statutory selection committees." When he was told by the Principal that this had not been the case for the candidate from the Department of Economics, he stated that this item should be tabled until Senate considered the procedural matters involved. After Dean Vogel had made a statement on the events leading up to this recommendation, another member of Senate summarized, on the basis of what he had heard Dean Vogel say, his understanding of what had occurred. The summary, as reported in the Minutes of Senate is:

'First, the Department had refused to accede to the request of the candidate to be considered for promotion to full professor; Second, the candidate had approached the Dean who had himself allowed the Department to consider the case; Third, the Department had not responded to the Dean's request within the speciified time; and Fourth, the Dean had asked the Principal to establish a statutory selection committee.'

On the basis of this understanding of events which he did not know at the time to be false, this member of Senate moved, seconded by Vice-Principal Pedersen, that the question be called, and then the motion setting up the selection committee for Dr. X was passed.

Professor Weldon was at this point acting as department chairman during the temporary absence of Professor Asimakopulos, and decided to intervene before the Senate convened for its final meeting of the academic year. He could not approach the Senate Steering Committee, since it was not meeting. Instead, he sent a memorandum to all members of the Senate stating that they had voted for the selection committee under a misapprehension of the facts, and urging that they return the promotion to normal channels. To demonstrate his point Professor Weldon circulated to the Senators about twenty memoranda and letters from departmental files. On June 1, Professor Asimakopulos made available for consultation a similar package for members of the Economies Department. It should be noted that none of the documents related to the merits of Dr. X's promotion, or to his academic or personal qualities. They all related to the manner in which his promotion was being handled.

Soon after these documents had been circulated, Dr. X wrote to the members of the Economics Department and Principal Bell suggesting that Professors Weldon and Asimakopulos had acted improperly. A further wave of correspondence ensued. Most importantly in the context of this report, Professor D. Rubinstein of the Biochemistry Department, a Senate member who had agreed to act as Dr. X's advisor in his promotion, sent a strongly critical memorandum to other Senators and Principal Bell (June 22, 1978). He stated that, in his view, the circulation of documents from departmental files was "an invasion of privacy, unethical, and an act of gross injustice to the faculty member concerned." The precedent was a distrubing one, and Senate should decide in the Fall

...what should be done about this gross breach of privacy and ethics by the Chairman and Acting Chairman of the Department of Economics...This is a problem that must be dealt with now, if the University is to maintain any confidence in the discretion and fairness of the University appointed officers, from Chairmen up.

Dr. X was promoted by the Board of Governors on the recommendation of Principal Bell and the statutory selection committee. It should be noted that Professors Weldon and Asimakopulos were extremely disturbed at the proceedural decisions of the Senate and administration, and made this widely known. With reference to the circulation of documents, the Senate Steering Committee decided on September 28 that Professor Rubinstein's letter should be referred to the Senate Committee on Disclosure of Information. The Senate formally concurred on October 4. The Committee's terms of reference require it *inter alia* to act "as a consulting agency on such specific problems of confidentiality as may be referred to it, to act as a 'voice of concern', to offer advice to the Senate on issues of confidentiality, and to develop further recommendations on policy and procedures in this area for consideration by Senate."

The Chairman agreed that the reference fell within its jurisdiction, but stated that an inquiry into the conduct of Professors Weldon and Asimakopulos "would not fall within either the mandate or the competence of my Committee. If such an inquiry is set up it should be set up with great care and at the highest level." (September 22, 1978) Principal Bell replied that the Senate Steering Committee "agreed with you that your committee is not conducting an enquiry into the conduct of the two professors...Rather your committee is investigating the circulation of documents; if the facts brought forward by your committee should indicate that an enquiry into the conduct of the two professors is called for, then that enquiry would be decided upon and conducted later." (September 26, 1978)

The Committee apparently made little progress during October. At the November 1 meeting of Senate, Professor Rubinstein presented the following motion:

On June 22, I circulated a letter to members of Senate expressing concern about the practice by the former Chairman of the Department of Economies of distributing correspondence in a Faculty member's file to a wide circle of people within the University community. These mailings have since continued unabated. Since I strongly feel that files kept in Departmental offices are confidential even if the individual items are not specifically so marked, I believe that the copying and distribution of information from these files is an invasion of the privacy of the faculty members, and selection of material and its distribution, unethical.

To assure that similar incidents do not occur in the future, and to minimize further damage to the reputations of individuals who have been the subject of earlier distributions, I propose the following motion for the consideration of Senate.

1. Files and correspondence dealing with individual members of Faculty are confidential and must be treated as such unless all parties concerned agree to their distribution or the information has been covered by the statutes of the University or by previous Senate rulings such as the Guidelines on Disclosure of Information.
2. Senate disapproves of the distribution of information from Faculty members' files and from confidential Senate meetings which have already occurred and instructs the chairman of the Department concerned to take all steps necessary to retrieve these documents and/or have them destroyed.
3. That Senate ask the committee(s) on Disclosure of Information and/or the Rights of Senate to report to Senate within one month, how Sections 1 and 2 can best be implemented and enforced.

D. Rubinstein
Department of Biochemistry

After considerable discussion, this motion was also referred to the Committee on Disclosure.

The Committee met on November 9 to decide its procedures. Because of the wording of the final paragraph of Professor Rubinstein's motion, and some statements made during debate in the Senate, the Committee felt that it had to act with dispatch. It decided, therefore, that it would meet on Saturday, November 11, and invite Professors Asimakopulos, Weldon, Rubinstein, Malloch and Dr. X to appear before it, one after the other, for a series of interviews of up to forty minutes. The Chairman sent written notification of this decision to Professors Weldon and Asimakopulos on the same day. He also contacted them by telephone.

Professors Asimakopulos and Weldon were somewhat taken aback. In the first place, the date was inconvenient for both of them for practical reasons. Secondly, they were unsure whether they should appear at all until the committee had clarified its interpretation of its mandate and procedures. They were not aware of the exchange of letters between the Chairman and Principal Bell. These reservations were expressed in letters sent to the Chairman on November 13 (Professor Asimakopulos) and

November 14 (Professor Weldon). They asked, for instance, whether the hearings were open; whether cross-questioning would be allowed; whether the Committee proposed to pass judgement on their behaviour, or to deal with rules about distribution of correspondence.

By the time the Chairman replied (November 14 and 16) the Committee report had already been written. The Chairman had formed the impression that Professors Weldon and Asimakopulos did not wish to co-operate and saw no need to delay matters further. The report was therefore sent to Principal Bell on November 15, in time for the Senate meeting on November 22.

The report concluded that the circulation of the documents pertaining to the procedures followed for Dr. X's promotion, whether or not they were marked confidential, constituted an invasion of privacy. "The circulation of the documents", the report went on,

> particularly the manner of their circulation constitute a situation which must not become a precedent at McGill. These documents concern very personal matters and it was wrong to circulate them. In any case, circulation to the Board and to Chairmen of Departments of the Faculty of Arts was inexcusable. This action runs counter to the whole thrust of the work of the Committee on Disclosure since its inception. It is in stark contrast with accepted practice and is strangely at variance with the notable insistence of Professors Asimakopulos and Weldon on normalcy of procedures. It has done damage to the subject and to the Department and for this there is little redress.
>
> Quite apart from the damage already done in this case, we would be deeply concerned for the cause of privacy at McGill if this action should go unchecked.

The report was also critical of the circulation of a letter (dated 9 June) written by Professor Erie Kierans in which he quoted from a confidential letter written by Dr. X. This the Committee called "a breach of confidence and...unacceptable." The Committee recommended that the Senate direct the Secretary General

a) to forward a copy of this Report to the addressees of the letter written by Professor Asimakopulos on 28 August 1978 and

b) to request that the recipients of the Report destroy the documents which they had received.

The report was placed on the agenda for the Senate meeting of November 22. Professors Asimakopulos and Weldon were not invited to attend, nor to speak in reply to the report. The report was received and the Senate then passed an amendment (moved by Professor Rubinstein):

> that Senate endorse the conclusions of the Report of the Senate Committee on the Disclosure of Information on the 'Circulation of Documents' and direct the Secretary General to forward a copy of this report to the addressees of the letter written by Professor Asimakopulos on the 28th day of August, 1978.

The addressees were members of the Board of Governors, members of the Senate, and department chairmen in the Faculty of Arts.

On November 29 *The McGill Reporter*, a house organ of the administration, published a summary of the report under the headline "Three Professors Reprimanded in Senate." The third was Professor Kierans, who had himself sent a letter to all Senators on 25 October, 1978, which quoted from a letter marked confidential.

II

These events have been investigated by a CAUT Committee of Inquiry (into the case of Professor Weldon) and by the McGill Senate's Committee on Staff Grievances (into the case of Professor Asimakopulos.) The AF&T Committee has studied these reports, as well as a large amount of documentation accumulated during the course of the dispute. The AF&T Committee was not called upon to pass judgement on the conduct of Professors Weldon and Asimakopulos in circulating documents from departmental files, and is in no position to do so.

Professors Weldon and Asimakopulos have repeatedly indicated willingness to have the matters in dispute submitted to binding arbitration. On the question of the procedures used by the McGill Senate to handle the matter, the general conclusion of the AF&T Committee is that they were inadequate and inappropriate, and did not afford Professors Weldon and Asimakopulos fairness and justice.

The Senate was faced with a number of related questions. The first was the general principle involved. Should documents from departmental files be circulated under any circumstances? The second was the specific case at issue: what were the facts of the circulation of documents by Professors Weldon and Asimakopulos? The third was the question of the correctness or otherwise of the actions taken by Professor Weldon and Asimakopulos. It was proper for the Senate to refer the first two questions to the Committee on Disclosure, whose mandate includes matters of this kind. Problems arose because, from the start, the third question became confused with the others.

The Committee on Disclosure had referred to it Professor Rubinstein's letter of June 22, 1978, and his motion of November 1, 1978. These documents contained both statements of general principle and criticism of the conduct of Professors Weldon and Asimakopulos, who were charged with a "gross breach of privacy and ethics", "gross injustice" to Dr. X., and violations of confidentiality. The Senate failed to separate these two aspects of the matter, as it should have done.

The Committee on Disclosure recognized this confusion at the start of its work. As noted above, the Chairman clarified the point that his Committee could and should not inquire into the conduct of Professors Weldon and Asimakopulos. From then on, however, the Committee seems to have been unable to keep judgements of conduct separate from what should have been the only aspects of its investigation: matters of principle and the clarification of fact. The Chairman's letter to Professors Weldon and Asimakopulos inviting them to attend hearings did not make clear what precisely the Committee intended to do. Professors Weldon and Asimakopulos were therefore justified in raising questions about the Committee's mandate, jurisdiction and procedures. It is most unfortunate that the chairman interpreted such queries as evidence of unwillingness to co-operate. The nature of the Committee's report retroactively justified Professor Weldon's and Professor Asimakopulos' caution. It did not shrink from making judgements on their conduct, in spite of the Chairman's earlier reservations, describing the circulation of the documents as "wrong" and "inexcusable". The tone of the report as a whole was strongly condemnatory.

The Committee's lack of clarity over its role affected its procedures. The succession of interviews which constituted the hearings might well have been appropriate if the Committee had confined itself to matters of fact and principle. The Committee's assumption of a judgemental role rendered these procedures inadequate. At the very least, the Committee should not have issued a report of the kind it did without hearing Professors Weldon and Asimakopulos and providing them with an opportunity to make a defence.

As the CAUT Committee of Inquiry has pointed out, these serious procedural defects at the committee level could have been corrected in the Senate. The Senate, however, not only received and circulated the report of its Committee, it passed judgement on the behaviour of Professors Weldon and Asimakopulos by its amendment that endorsed the conclusions of that report. Senate did this without affording Professors Weldon and Asimakopulos an opportunity to conduct a proper defence of their actions.

If Senate considered that it was an inappropriate body for the hearing of such charges, it should have, on receiving the Committee's report, referred them to a body which could have afforded Professors Weldon and Asimakopulos a proper and adequate hearing. The Senate did not do this, and so compounded the procedural irregularities of its Committee. This action was damaging to the reputations of Professors Weldon and Asimakopulos and should not have been taken without a prior and impartial investigation following adequate procedures.

III

Professors Weldon and Asimakopulos approached CAUT for assistance in the spring of 1979. The AF&T Committee took the view that they should exhaust internal procedures before seeking outside involvement, particularly after Principal Johnston had given assurances that a new grievance procedure instituted in November, 1980 could lead to a resolution. Professors Weldon and Asimakopulos felt that this procedure was inappropriate, since the grievance committee was an emanation of Senate, the body against which their complaint was directed. In a sense the Senate would be judge in its own cause. Nevertheless, the AF&T Committee passed a motion on November 21 'That Professors Asimakopulos and Weldon be advised to exhaust internal possibilities of redress by taking advantage of the new McGill grievance procedure before requesting further CAUT intervention'.

Professor Asimakopulos decided with great reluctance to follow this advice. His complaint was laid before the Senate Committee on Staff Grievances in December, 1980. Professor Weldon decided to appear before the CAUT Board to have the AF&T recommendation altered. As a result the Board (March 21, 1981) instructed AF&T to set up a Committee of Inquiry to investigate Professor Weldon's complaint.

Professor Asimakopulos prepared a written complaint dealing with the procedures used to judge and reprimand his behaviour which he sent to the Committee on Staff Grievances along with some supporting documents. The Committee accepted jurisdiction and sent copies of the complaint with its documents to the parties complained against, Senate and the Senate Committee on Disclosure of Information. A written response to Professor Asimakopulos' grievance was prepared in the name of Senate (by whom is unknown to us). It was presented first to the Senate Steering Committee, and then to Senate, in both cases without advance notice, along with Professor Asimakopulos's statement of grievance but without his accompanying documents. This response was approved by Senate. No mention was made of the exchange of letters between Professor Martin and Principal Bell referred to in section II above, which are important in considering the behaviour of the Senate Committee on the Disclosure of Information. This exchange was not known to Professor Asimakopulos at that time, nor presumably was it known to the Committee on Staff Grievances.

The Committee on Staff Grievances held hearings on March 27 and 28, 1981, at which Professor Asimakopulos appeared, and at which both Senate and the Committee on the Disclosure of Information were represented (though this Committee did not provide any written response to the complaint). The Committee's report was sent to Principal Johnston on May 21, 1981, with a copy to Professor Asimakopulos. The report concluded that Senate erred in failing 'to establish procedures appropriate to the seriousness of the matter of which it was seized'. It recommended "that Senate be advised either: 1) to carry this matter to its logical conclusion by proferring charges of misconduct against Professor Asimakopulos and referring them to an appropriate quasi-judicial body for trial, or 2) to act to quash those sections of the report of the Committee on the Disclosure of Information which refer to the specific actions of individuals".

Professor Asimakopulos was critical of the report and the work of the Committee on Staff Grievances. He informed CAUT that the Committee included a member of the Senate whose action had led to his grievance, and that it was made clear during the hearings that at least 2 other members believed that he had circulated documents from Dr. X's personal file.

Professor Asimakopulos denied this during the hearings. He stated clearly that he did not accept the statement made in the report of the Committee on Disclosure of Information about the circulation of documents. In spite of this, the report gives the impression that Professor Asimakopulos did not dispute the 'facts' concerning the circulation of documents as reported by that Committee. He also criticized the report's conclusion that the Committee on Disclosure of Information had "extended reasonable opportunity to Professor Asimakopulos to attend its meetings" (See part I above).

He also considered the report's treatment of Senate to be faulty. It found Senate's action to be incomplete, and stated that the charges should have been referred to 'a quasi-judicial body which would ensure the application of procedures in accordance with the rules of natural justice..'. This led to the first of the report's alternative recommendations noted above. Professor Asimakopulos argues that the Committee was mistaken, that when Senate acted to endorse the conclusions of the report of its Committee on the Disclosure of Information, it passed judgement on the behaviour of Professors Asimakopulos, Weldon and Kierans. Since its handling of this matter had been completed, it was not then free to pass on these charges for trial by another body. He was also critical of the second of the Committee's alternative recommendations because of its vagueness. (In addition, by beginning its recommendations with the words 'Senate be advised...', the Committee may have contributed to the impasse which followed.)

The report of the Committee on Staff Grievances went to Principal Johnston, as required by Section 10.7 of the University Regulations on Grievances. This section states: 'The Committee on Staff Grievances shall report its findings of fact, conclusions and recommendations to the Principal for such actions as he may consider appropriate, with a copy to the grievor. The Principal is not required to hold a further hearing and his decision on reception of the report shall be final subject to provisions of the University Charter.'

Principal Johnston met with Professor Asimakopulos on June 11, 1981, to discuss the report. On July 10 he wrote to Professor Asimakopulos stating that although "the report is given to me as Principal to act upon as I think appropriate, its recommendations are directed to Senate." As a result he had decided to give the report "to the Senate Steering Committee at its next meeting which will take place on September 2, 1981, for it to consider the communication of the recommendation ... to Senate."

In reply (July 27), Professor Asimakopulos clarified his position on the question of appropriate remedy, and then turned to the Principal's intention to communicate the report to the Senate. Citing section 10.7 (quoted above) he pointed out that such action "appears to be at variance with the intent of the grievance procedures", which state that copies of the report go to the Principal and the grievor. He also emphasized that the Principal's "decision on reception of the report was final."

This exchange illustrated a fundamental divergence between Professor Asimakopulos and Principal Johnston. The former held that it was up to the Principal to act on the report independently — indeed that it was his responsibility to do so. If he chose to communicate the report to Senate, then it would have to be on his own responsibility. The Principal, on the other hand, maintained the position that action on the report rested with Senate, since this was the wording of the recommendation, even though Senate was the body complained against. The Principal also interpreted Professor Asimakopulos' repeated insistence on the wording of the grievance procedures to mean that he could not communicate the report to Senate without Professor Asimakopulos' explicit permission. This was a misapprehension of Professor Asimakopulos' position.

Principal Johnston went to the Senate Steering Committee on September 11, 1981 with the recommendation 'that it follow recommendation two of the Grievance Committee Report and that in addition Senate call to the attention of the McGill Reporter this action, and that in addition it request the Secretary-General to proceed in accordance with paragraph three of Professor Asimakopulos' letter of July 27, 1981'. This recommendation was not accepted by the Steering Committee. One of the reasons given was that it had not seen the report of the Committee on Staff Grievances.

At the Senate meeting of October 14, 1981, Principal Johnston circulated to Senate a summary of the Committee on Staff Grievance's report. He wrote to Professor Asimakopulos that "I reviewed the summary statement of the report with Senate and asked it to adopt one of the two recommendations set out on the last page of this document. After considerable deliberation, one Senator moved that this report be tabled *sine die*. The motion was carried by a substantial majority. I may observe that some Senators felt some difficulty in coming to a clear conclusion on one of the two recommendations in the absence of having the full grievance report before them."

On receiving this information, Professor Asimakopulos wrote to Principal Johnston requesting his final decision on the grievance, as required by the regulations. Principal Johnston replied that his decision had been to present the Committee's recommendations to Senate. He did not report his earlier recommendation to the Senate Steering Committee.

This is where the matter stands now. The grievance is unresolved, and Professor Asimakopulos is understandably dissatisfied. It should be noted that Professor Asimakopulos had turned to the internal grievance procedure only after Principal Johnston had convinced AF&T that the procedures were adequate to handle his complaint.

That an appellant should have to go through a lengthy and time-consuming grievance procedure with no result at the end of it is highly unsatisfactory, and reflects no credit on those whose responsibility it is to deal with this grievance. There are two main reasons for this situation.

The first is that the final decision on what action was to be taken on the grievance was left to Senate. Senate was called upon to admit that its earlier actions had been mistaken, and to take corrective action. It could not bring itself to do this, and Professor Asimakopulos' misgivings about using the procedure in his case have been proven justified. A recent opinion from the McGill University lawyer has advised that the Principal cannot receive a report on a grievance against himself (P.M. Laing, university lawyer, to Colin M. McDougall, Secretary General, 18/12/81) and it is clear the same principle should have applied in this instance, especially since Vice-principal Freedman has stated that the committee is "in no position to give orders to Senate." (22/6/82). If the Senate feels that it can take ac-

tions to which individuals may justifiably object, then the university should establish a procedure to handle such complaints which is totally separate from the Senate and produces binding rulings.

The second reason is the manner in which the report was handled by the Principal. Under section 10.7 of the grievance procedure he has the authority to take what actions he thinks fit, and the final decision is his. In this instance, then, the onus lay on him to ensure that the recommendation which he favoured was carried out. This involved using his influence and authority with the Senate. This he chose not to do. In particular, once it became clear that transmission of the report in its entirety was an important factor, he should have given it to the Senate, removed this excuse for inaction, and pressed for acceptance of the second recommendation. Because he did not do this, the result has been deadlock — a very time and energy consuming deadlock — which negates the whole object of the procedures, which is to produce resolutions to grievances.

The AF&T Committee concludes that Principal Johnston and the McGill Senate mishandled the opportunity provided by Professor Asimakopulos' use of the internal procedures, after the Principal had stated that they could provide a remedy in his case, to undo the Senate's mishandling of the original controversy over the circulation of documents.

The McGill Board of Governors responds on May 25, 1983 to CAUT President Ken McGovern's letter

Dear Professor McGovern,

I wish now to respond to your letter of February 16, 1983 concerning the grievances of Professors J.C. Weldon and A. Asimakopulos of McGill University. In doing so I shall deal with the questions raised in that letter and certain matters raised in the Report on the matter prepared by the CAUT Academic Freedom and Tenure Committee submitted to the CAUT Board October 25, 1982.

It is important that the CAUT be aware at the outset that this response has resulted from a careful study by a Committee appointed by the Board of Governors of the University at its March 21, 1983 meeting, as well as by the Board itself at that meeting and at its meeting of May 24, 1983. This Committee had access to the voluminous documentation on the subject and the advice of the University's legal counsel. This response therefore has resulted from a thorough review of the circumstances.

The Academic Freedom and Tenure Committee Report

In your letter you requested our views concerning the accuracy of this report.

There are two subjects dealt with in the report which we judge to be tendentious, and one subject whose exclusion has, in our view, a similar effect upon the report.

The first of these subjects concerns the failure of Professors Asimakopulos and Weldon to meet with Professor Martin's Committee on Disclosure of Information in November 1978. In the view of the Board, the Report does not reflect that the two professors seemed to offer no co-operation to the Martin Committee. It is thus unrealistic to state, as the Report does, that the result of that committee's deliberations without the benefit of Professors Asimakopulos and Weldon's assistance retroactively justifies their refusal to assist.

The second of these subjects concerns two references in the Report which strongly suggest that Principal Johnston gave "assurances" that the new grievance procedure in place at McGill would lead to a resolution of the matter. In fact the Board's study of various items of correspondence between the Principal and Dr. V.W. Sim of CAUT in 1980, and particularly of the letter of 11 November 1980, indicates that his strongly-held view was simply that McGill's internal grievance procedures should first be utilized prior to the use of external ones.

The third subject consists of what the Board finds to be an omission in the Report of any mention of Professor Asimakopulos' attitude regarding the distribution of the Report of the Committee on Staff Grievances. Our study of the events surrounding this question led us to conclude that Professor Asimakopulos' unwillingness to have this report made available to the Senate contributed significantly to the so-called "deadlock"; i.e. Senate's decision to table the matter *sine die* might well not have taken place had it been provided with the full Report. Professor Asimakopulos' apparent attitude, coupled with his grievance against the Principal regarding the transmittal by the Principal of this Report to Dean Bernard Adell, in confidence and not for attribution, to enable the latter to carry out an investigation for CAUT in late 1981, indubitably influenced the Principal in the dispositions that he made with reference to procuring some form of action by the Senate. The Academic Freedom and Tenure Committee Report omits this matter entirely.

The McGill Senate actions of November 22, 1978

In your letter you request that the Board of Governors "act to remove the discredit brought on Professors Weldon and Asimakopulos by the findings of the Senate Committee on Disclosure of Information (the Martin Committee), by Senate's endorsement of that report ((on November 22, 1978)) and by the distribution of the report and the publicity given this matter in the McGill Reporter (November 29, 1978)...". More specifically, it is our understanding that you are requesting the Board of Governors to do what the University Senate at its meeting of January 26, 1983 declined to do, namely, to rescind the action which Senate took on November 22, 1978 or submit the matter to binding arbitration.

The Board has concluded that the actions taken by the Senate Committee on Disclosure of Information and the Senate in November 1978 fall entirely within Senate's field of jurisdiction according to the Statutes of the University. Thus the Board further concludes that it should not intervene in those actions or Senate's subsequent action taken on January 26, 1983 not to rescind its earlier action nor submit the matter to binding arbitration.

As regards the McGill Reporter headline and article on Senate's actions, published in its November 29, 1978 issue, the Board is advised by Counsel that any claim resulting from this headline and article sounds in defamation and is prescribed absolutely by Articles 2262, and 2267 of the Civil Code of Quebec.

Other considerations

The Board wishes the CAUT to be aware of the fact that the entire issue of confidential personal documentation held by quasi-public institutions such as McGill University is currently undergoing a major review as a result of newly enacted provincial legislation respecting "Access to documents held by public bodies and the Protection of personal information", 1982 Statutes of Quebec Chapter 30 (Bill 65). This statute has caused the University to initiate steps towards a review of its own policies regarding the accessibility, confidentiality and distribution of "nominative" (i.e. personal) information.

Conclusion

On behalf of the Board of Governors of McGill University, I express the earnest hope that this matter may now be concluded.

Yours sincerely,
Hugh Hallward,
Chairman

Professor Deutsch comments to the CAUT on its report on the grievances of Professors Weldon and Asimakopulos

Dear Dr. Sim,*

Thank you for the opportunity to submit comments on the Report of October 25, 1982. As you know, this is my first real chance to do so.

The enclosed comments refer only to the story of my 1978 promotion discussed in the initial pages of the report. I list both significant errors of fact and important omissions and am giving you names of witnesses and references where you can find independent verification.

It would be a disservice to the Association to allow the *Bulletin* to print, knowingly, a story significantly at variance with known and demonstrable facts. I envisage your using my comments to make corrections in the October 25 *Report*. You could, of course, run it in a box alongside the *Report* (perhaps with names suppressed, but verification references retained).

Yours sincerely,
Antal Deutsch
Professor of Economics
McGill University

*Dr. Victor Sim is Associate Executive Secretary of the CAUT

Paragraph two

(a) The "normal" procedure was subject to exceptions. There was another then recent case of a person whose credentials were considered by a statutory selection committee, without support from his department. That story, though formally unpublicized, was fairly well known on campus. (Check with the professor or the department concerned.)

(b) Senate does not appoint statutory selection committees at McGill. It names two members to a committee that is not complete until its other members are named elsewhere. The point is not trivial in the current context. My statutory selection committee was not complete until about five months after Professors Asimakopulos and Weldon started broadcasting "protests" about the committee having been appointed. (Check McGill University Statutes 3.4.3.).

Paragraph five

A member of the promotions committee in Economics, presented a plan of adjudication by a neutral third party of my challenge to Asimakopulos and Weldon. I accepted this procedure. Asimakopulos and Weldon rejected it. The accounts broadcast by Asimakopulos and Weldon seem to make no reference to this very important procedural development. I find no mention of it in your Report. (Check with the member of the promotion committee, files in the University Secretariat, files of V.P. Academic.)

Paragraph six

"Dr. X. chose not to meet..." In reality, I never did receive a specific invitation which I could accept or reject until September 1978, when I accepted. I cannot now say how I would have treated an invitation early in 1978, but I never was troubled with having to make that decision. The statement as it stands in your Report, and in much correspondence, is simply untrue. (Check your own files or with Asimakopulos and Weldon for any specific invitation to me.)

Paragraph eight

"...which he did not know at the time to be false..." suggests that the account given in the quoted paragraph is false, and that the Senator referred to subsequently so discovered. If you examine the Minutes of the Senate meeting of May 31st, 1978 (not a customary part of the Asimakopulos and Weldon kit) you will find a full discussion of the "Weldon charges Dean misleads Senate" issue. In a well-attended meeting (with the two senators present who had previously intervened), not one member of Senate was prepared to state that there is any evidence of impropriety. The explanation does not lie in an elaborate conspiracy involving many persons who do not even talk much to each other.

The key is in the Senate Minutes *your* Report refers to. There was a wide ranging discussion with many speakers, who had their remarks summarized in the draft Minutes. The day after the meeting the Senator mentioned in your report appeared at the Secretariat and asked that the paragraph your Report quotes be inserted with the Minutes. The following day, he took me aside in the Faculty Club and reported what he had done. He thought at the time that this was a good lark and would do me no harm. At the May 31st, 1978 meeting of Senate, he admitted in his reserved way that "...after the meeting he had been asked to write down what he had said". (From Senate Minutes, May 31st, 1978. The Senator is now dead. You can check the story with the Secretary of Senate.)

p. 24

Statement of the M.A.U.T.

We think it is important for readers of the *Bulletin* to be aware that the McGill Association of University Teachers (MAUT) does *not* endorse the Report on the grievances of Professor J.C. Weldon and Professor A. Asimakopulos published by decision of the CAUT Board. The MAUT is not now and has never been a party to this dispute but our advice has been sought by CAUT. We have advised against setting up a committee of inquiry and we have advised against the publication of this Report.

Unlike most grievances where an individual professor protests the actions of an administrator, this case involves a Senate criticizing the actions of an administrator toward an individual professor. Our view has been that despite some procedural flaws, all understandable and some excusable, nothing occurred which justified the time and energy which has been devoted to this matter since. It does not deserve further attention.

We sincerely hope, however much we may regret the publication of this Report, that it will at least have the consequence of bringing this matter to a close.

CAUT

Statement on the case of a faculty member at Mount Saint Vincent University

Publication of the following account has been approved by the CAUT Board.

A faculty member was appointed as an Assistant Professor in the Anthropology-Sociology Department at Mount Saint Vincent University in July, 1975. The appointment was renewed in 1977 and 1979. A letter from President E.M. Fulton, dated June 19, 1979, which accompanied the second renewal, recognized the faculty member's "good teaching record and...general service to the University", granted an extra merit increase, but criticized his lack of publications. "I should caution you...", the President wrote,

> that in considering you for tenure the University will want to judge your overall performance over the past several years of your University service to the Mount and elsewhere. Your productivity in publications, taken over your total career, appears limited.

This was the first warning the faculty member had received that all was not well. In accordance with internal procedures, his tenure consideration was due to begin the following September, and he hastily divested himself of as many commitments as possible in order to devote more time to scholarly work. He was successful in obtaining a joint grant by February 1980 from the Secretary of State.

In late September, 1979, the person chairing the faculty member's department submitted a favourable evaluation of his performance, after consultation with other department members. This letter was sent to the Senate Committee on Appointments, Renewal, Promotion and Tenure (CARPT) with a copy to the faculty member. He was understandably shocked to find out on January 19, 1980, in a letter from the person chairing CARPT, that one of his colleagues had made an oral submission opposing tenure. The faculty member was provided with a brief summary of the submission, which he rebutted in person and in writing.

On January 31, 1980 CARPT reported to President Fulton and the faculty member that the motion to grant tenure "did not carry" — meaning in this case that the committee was deadlocked. In response to a request from the faculty member, the chairman stated that the reason given by those opposed to his tenure "was inadequacy in the area of research and publication." Under the MSVU procedures CARPT is empowered only to make a recommendation. The decision now lay with the President. On February 19 she informed the faculty member that tenure was denied. "The recommendation coming from CARPT was not positive," she wrote. "The Committee found weakness in research and publication."

The faculty member acted on his automatic right to appeal a denial of tenure, and requested the Senate Review Committee to establish an Ad Hoc Appeal Committee on the grounds that "CARPT did not use a set of standards in judging my case that were equitable and comparable with standards used to judge others in my own department and other departments."

The Appeal Committee carefully assessed the faculty member's record, and while not addressing the question of comparability, and agreeing that there were "deficiencies in the specific area of research", concluded that his "overall contribution to the University lies within the range of acceptability for the granting of tenure at Mount Saint Vincent University." The Committee therefore "could not in full conscience support a negative decision." This decision under MSVU procedures was not binding on the President, who was asked to reconsider.

On May 27, 1980, the President informed the faculty member that after re-evaluation she still felt unable to grant tenure "because of the evident weakness in the area of research pointed out by outside assessors and the Committee. Other strengths are insufficient to compensate for this weakness." The faculty member then brought his case to the attention of CAUT. When initial exchanges with President Fulton proved inconclusive, the Academic Freedom and Tenure Committee set up a committee of inquiry which submitted its final report in November, 1981.

The CAUT Committee of Inquiry concluded that the faculty member had not received adequate warning of the alleged deficiencies in his performance. He was clearly unable to improve his "productivity in publications" in response to the President's criticism of June, 1979, by September of the same year when the tenure process began.

Secondly, the Committee criticized the CARPT evaluation. The main points were that CARPT allowed an oral objection to the grant of tenure under circumstances prejudicial to the faculty member; refused to consider evidence of developing research; and did not carry out a formal comparison between the faculty member and a directly comparable colleague. The committee of inquiry also found that new academic performance criteria were applied to the faculty member but not to a comparable colleague and that there probably was bias on the part of some members of CARPT against him. This was also stated as a weakness in the Appeal Committee proceedings. The Committee of Inquiry found that the denial of tenure on the grounds of insufficiency of strength in other areas to compensate for weakness of research, was not justified. The faculty member was widely recognized as an excellent teacher in an institution which places a premium on teaching ability, and had involved himself in a wide range of university activities. These contributions had not been formally evaluated.

On receipt of the report, the Academic Freedom and Tenure Committee, supported by the Mount Saint Vincent Faculty Association, attempted to persuade President Fulton that the case deserved independent and impartial adjudication, but was unable to convince her that an injustice might have occurred. The AF&T Committee deeply regrets this refusal to agree to an equitable solution and as a result has prepared this account for publication.

The Academic Freedom and Tenure Committee is disturbed by several aspects of this case and feels they should be drawn to the attention of the Canadian academic community. The faculty member did not receive an adequate warning that his performance might be judged less than adequate; he did not receive a sufficiently detailed statement of the reasons for the negative decision on which to base an appeal; the President set aside the considered advice of the Appeal Committee and the person chairing the department. Though the President's decision went against the preponderant opinion of the faculty member's peers, he did not have the opportunity for further appeal. In the view of the AFTC, the faculty member was subjected to serious unfairness.

It is unacceptable to CAUT that a university President have the untrammeled authority to over-rule the favourable finding of a properly constituted peer assessment or appeal committee. There are few other universities in Canada today where this is possible. Peer assessment and binding appeal or arbitration are now widely used in Canada. It is a source of serious concern that they are not available to faculty members at Mount Saint Vincent University.

Professor Deutsch 23

Paragraphs eight to ten

The precise extent of the circulation of materials by Asimakopulos and Weldon is known only to them. They have posted material on notice boards, circularized Chairmen, Senators, Governors, at one stage most if not all faculty members, alumni, selected students, other Departments of Economics, and various other persons the World over. They also made material available to the McGill Daily and addressed at least one student meeting assembled to discuss "the Deutsch affair". Check CAUT files, Asimakopulos to Principal Bell, July 10, 1978 "I urge you to return to normal procedures ... before great damage is done to the reputation of individuals and the university".

(a) "Dr. X was promoted.. "
I was promoted following the usual invocation of outside referees, and consideration by the promotions committees of the department (Asimakopulos and Weldon chose to resign from it), my Faculty, and by the statutory selection committee between September and December of 1978. A reader of your Report is likely to gain the impression that the first steps were omitted. (Check with the University Secretariat, or the Chairman of the Department of Economics, or the Dean of the Faculty of Arts.)
(b) Following the initial uproar, during the summer of 1978, a former Dean of the Faculty of Law was appointed by the Steering Committee of Senate to look into this matter. Asimakopulos and Weldon refused to "...discuss the problem under investigation". (From the former Dean's report.) The former Dean's report was very conciliatory, but did not give Asimakopulos and Weldon everything they wanted. The packet of material circulated by Asimakopulos and Weldon, and your Report, omits all references to this important attempt by Senate to restore tranquility. (Check with the former Dean or the University Secretariat).

UNIVERSITY OF SASKATCHEWAN

Dean of Agriculture

Applications and nominations are invited for the position of Dean of the College of Agriculture with the appointment to be effective July 1, 1984. The initial term is normally for five years and may be renewed by mutual agreement.

The College of Agriculture was established in 1911 to serve the needs of the agricultural industry in the following major areas; education, research, extension, and public service. The education programs for careers in agriculture are provided at the diploma, undergraduate degree, and post-graduate levels. Formal graduate study is offered toward the Master of Agriculture, the Master of Science and Doctor of Philosophy degrees. The administrative units of the College are the School of Agriculture and the departments of Agricultural Economics, Animal and Poultry Science, Applied Microbiology and Food Science, Crop Science and Plant Ecology, Horticulture Science, and Soil Science. Several associated units contribute substantially to the College's programs. The College facilities are mainly located in several buildings on campus and on the University Farm and Experimental Plots adjacent to the campus. Other buildings and facilities are located off campus on three research farms owned and operated by the University. The College has about 120 full-time faculty and research scientists.

Full-time enrolment in the College for 1982-83 was about 560 degree undergraduates, 285 diploma students and 140 graduate students. The University has approximately 12,000 full-time students registered in fourteen colleges and three schools.

Applicants should have an established reputation as an academic scholar and teacher, and the necessary professional and administrative experience and skills to provide leadership for the continuing development of the academic and research programs within the College.

Nominations and applications with complete résumés will be accepted until November 1, 1983 and should be submitted to the Secretary at the following address:

Mr. N.K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

CONCORDIA UNIVERSITY. Civil Engineering Department. Chairman. Concordia University is seeking a chairman for its Civil Engineering Department. One of the five units in the Faculty of Engineering and Computer Science, the department offers undergraduate and graduate programs to some 215 full-time and 130 part-time students. There are currently 11 faculty members on staff with an additional 2 positions to be filled. The position will interest senior academics with an established track record in teaching and research who are prepared to and capable of assuming a leadership role in the development of civil engineering in the Faculty, the University and the nation. Applications with curriculum vitae should be sent to: Dr. M.N.S. Swamy, Dean, Faculty of Engineering and Comouter Science, Concordia University, 1455 Blvd. de Maisonneuve West, Room H-907-7, Montreal, Quebec, H3G 1M8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Computer Science Department. Chairman. Concordia University is seeking a chairman for its Computer Science Department. One of the five units in the Faculty of Engineering and Computer Science, the department is one of the largest in Canada and offers undergraduate and graduate programs to some 480 full-time and 560 part-time students. There are currently 20 faculty members on staff with an additional 4 positions to be filled. Current research income exceeds $360,000 per year. The position will interest senior academics with an established track record in teaching and research who are prepared to and capable of assuming a leadership role in the development of computer science in the Faculty, the University and the nation. Applications with curriculum vitae should be sent to: Dr. M.N.S. Swamy, Dean, Faculty of Engineering and Computer Science, Concordia University, 1455 Blvd. de Maisonneuve West, Room H-907-7, Montreal, Quebec, H3G 1M8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Electrical Engineering Department. Chairman. Concordia University is seeking a chairman for its Electrical Engineering Department. One of the five units in the Faculty of Engineering and Computer Science, the department offers undergraduate and graduate programs in electrical and computer engineering to some 390 full-time and 140 part-time students. There are currently 20 faculty members on staff with an additional 2 positions to be filled. Current research income exceeds $1,350,000 per year. The position will interest senior academics with an established track record in teaching and research who are prepared to and capable of assuming a leadership role in the development of electrical and computer engineering in the Faculty, the University and the nation. Applications with curriculum vitae should be sent to: Dr. M.N.S. Swamy, Dean, Faculty of Engineering and Computer Science, Concordia University, 1455 Blvd. de Maisonneuve West, Room H-907-7, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Medicine. Deputy Chief, Department of Medicine, Hotel Dieu Hospital, Kingston, Ontario — a geographic full-time position in the Department of Medicine, Queen's University, for a person with training in Internal Medicine or one of its subspecialties. Applicants should have academic and administrative experience and be prepared to play an important role in the development of the Department. The Hotel Dieu Hospital, a member of the Health Sciences Complex, is completing a new building program with patient care and research facilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of both sexes are encouraged to apply. Applications and inquiries should be addressed to: Dr. H.B. Dinsdale, Chairman, Search Committee, Department of Medicine, Queen's University, Kingston, Ontario, K7L 3N6.

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

ACCOUNTING

McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however, July 1, 1984 is preferred. Applications should be mailed to Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available im-

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Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of

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mediately, will involve basic research on the molecular enzymology of two crystalline enzymes and/or X-ray crystallographic studies on them. Candidates should possess a Ph.D. degree in Biochemistry, X-ray Protein Crystallography or Chemistry (specializing in enzymes) and have had at least two years post-doctoral training. Salary will start at $23,125 per annum for an individual with two years post-doctoral training, increasing by $1,200 for each additional year. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Government immigration regulations, this advertisement is addressed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr. N.B. Madsen, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. (Telephone Number: 403-432-3286), by November 30, 1983.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Biology. Post-Doctoral Fellowship. A post-doctoral position is available to investigate methods for the transfer of chromosomes into auxotrophic cells of **Datura**. Candidates should have a strong background in genetics and cell biology and be trained in the use of plant cell culture techniques. The position is available immediately for a one-year term (renewable) at a salary within the range allowed by NSERC of Canada. Candidates should send curriculum vitae and two letters of recommendation to Dr. John King, Department of Biology, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0.
UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Biology. Position in Microbiology. The Department of Botany at the University of Toronto invites applications for a tenure-track position at the rank of Assistant Professor, tenable from 1 January 1984 at the Erindale Campus. A Ph.D. in Microbiology or a related area is required. The successful candidate is expected to teach parts of undergraduate courses in cell biology, protists and microbiology and to participate in the graduate program. The successful candidate is also expected to develop an active research programme utilizing our monoclonal antibody facilities. Preference will be given to individuals with post-doctoral and teaching experience. A curriculum vitae and three letters of reference should be sent to Professor P.A. Horgen, Associate Chairman, Department of Botany, University of Toronto, Erindale Campus, Mississauga, Ontario, L5L 1C6 Canada by the receipt of applications is October 31, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS ADMINISTRATION

McGILL UNIVERSITY. Business Administration. 1. Assistant Professor and Beginning Associate Professor in such functional specialities as Accounting, Finance, Marketing, International Business, Policy, Systems & Computers, Management Science, Organizational Behaviour and Industrial Relations. 2. Ph.D. and interest in both teaching and in research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B.Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Effective date of appointment — August 1, 1984. Closing date to receive applications — December 15, 1983.
THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (6 positions); Management Information Systems (2 positions); Finance (2 positions); Policy or Marketing (1 position); Organization Behaviour (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor — $29,720 to $41,820; Associate Professor — $37,420 to $53,658; Professor — from $48,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send résumé to: Dr. R.E. Schneck, Acting Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.
YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1984, subject to budget approval in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. Rank and salary are open. Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to W.B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R6. Deadline for submission — when positions are filled.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance — Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting, (ii) financial accounting, (iii) finance, (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1984 or by arrangement. Appointments available until positions filled. Send résumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.
McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Organizational Behaviour and Personnel, (iii) Finance, (iv) Information Systems. Rank depends on qualifications and experience; preferably at the Assistant, Associate or Professor level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1, 1984 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.
UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. Ph.D (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send résumé to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Preference will be given to Canadian citizens and permanent residents.
SIMON FRASER UNIVERSITY. Faculty of Business Administration. The Faculty is seeking to fill six positions subject to budgetary approval: 1) M.I.S.; 2) Business Policy; 3) Accounting; 4) International Business; 5) Business Finance 6) Organization Behavior. Rank open. The successful candidates must show evidence of strong research and teaching abilities, have appropriate skills for teaching mature students in the M.B.A. Executive Program, have Ph.D. in hand or near completion, and be prepared to actively participate in the development of the Faculty. Teaching responsibilities will include graduate and undergraduate courses. Anticipated start date is September 1984. Preference will be given to those candidates eligible for employment in Canada at the time of application. Send an up-to-date curriculum vitae and the names of three referees to: Dr. D.L. McDonald, Chairman, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.
QUEEN'S UNIVERSITY. School of Business. Applications are invited in the areas of Accounting, Management Information Systems, Production, and International Business. However, qualified candidates in other areas will be considered also. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or near completion) and evidence of strong research potential required. Teaching will be at the B.Com., M.B.A., and Ph.D. levels. Send C.V. and names of three referees to: Prof. Wm.E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.
WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Operations Management and Quantitative Business Analysis for the 1984-85 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Includes undergraduate and/or graduate teaching. Applications will be accepted until positions are filled and are subject to budget approval. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

CHEMISTRY

UNIVERSITY OF MANITOBA. Department of Chemistry. Post-doctoral Fellowship. A post-doctoral fellow is wanted for work on the reactions of polychlorinated biphenyls with sulfur. Experienced and familiarity in this area, and in synthetic organo-sulfur chemistry, are required. Apply with résumé to: Dr. D. McKinnon, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.
UNIVERSITY OF GUELPH. Department of Chemistry. Analytical Chemistry/Chemical Instrumentation. Assistant or Associate Professor. Department of Chemistry and Guelph-Waterloo Centre for Graduate Work in Chemistry, University of Guelph, Guelph, Ontario, N1G 2W1. The Chemistry Department is seeking outstanding candidates for a tenure-track position in the field of instrumental methods in analytical chemistry. The successful applicant should have a Ph.D. degree in either analytical chemistry or physical chemistry, and preferably have expertise in one of the following specializations: mass spectrometry, surface science, polymer chemistry, or magnetic resonance spectroscopy. Send applications to: Edward G. Janzen, Chairman, Chemistry Department, University of Guelph, Guelph, Ontario, N1G 2W1, and include complete biographical data with publication list, reprints of recent representative papers, names and addresses of three professional referees, copies of university transcripts, short research proposal, and a statement of teaching experience and interests. Position subject to budgetary approval. Position open until filled and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are being accepted for the position of Assistant Professor in Classical Studies. This position is a sabbatical replacement for 1984-1985 (12-month appointment). Ph.D. required. The applicant must be able to teach a wide range of Classical Civilization courses. Salary is competitive. Those interested should send applications to Dr. P.Y. Forsyth, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is November 15, 1983. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMBINATORICS & OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics & Optimization. Assistant or Associate Professor in the area of Continuous or Discrete Optimization, starting July 1, 1984. A Ph.D. degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems in business, industry and commerce. The successful candidate will be encouraged to become involved in such applications through research contracts. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send résumés and the names of three references to Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to availability of funds.

COMPUTER SCIENCE

SAINT MARY'S UNIVERSITY. Computer Science. A unique interdisciplinary degree including the areas of Computer Science and Business Administration has recently been instituted at Saint Mary's University. As a result, we ere seeking an individual with a Computer Science background who wishes to be actively involved in the organization, development, and promotion of this new program. Our ideal candidate would possess a doctoral degree in Computer Science with both a theoretical and applied orientation. However, we will consider others who may not have a doctoral degree in this discipline, but who do have a program related doctoral degree with a strong Computer Science orientation. The duties of the successful applicant will include teaching at the graduate and/or undergraduate level, research, and advanced level course development. This is a regular probationary appointment (tenure-track) beginning 1 September 1984. Both salary and rank are open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names and addresses of at least three references to: D.H. Williamson, Dean of Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.
CONCORDIA UNIVERSITY. Computer Science. Applications are invited for tenure-track and visiting positions at all levels in all areas of computer science. Applicants should have Ph.D. in computer science or a related field. The department currently has 23 full-time professors; it offers both undergraduate and graduate programmes and has an enrolment of over 1,000 students. The language of instruction is English. Salaries are competitive. Apply giving résumé and the names of at least three references to: Dr. C.Y. Suen, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.
UNIVERSITY OF MANITOBA. Department of Computer Science. Applications are invited for a probationary position at the Assistant Professor level in the Department of Computer Science, University of Manitoba. Ph.D. in computer science or equivalent is required. Minimum salary — $25,437. Preference for specialization in the area of software and systems or hardware. Responsibilities will be teaching primarily

at the undergraduate level and conducting research. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor M.S. Doyle, Acting Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

DALHOUSIE UNIVERSITY. Computing Science. Assistant Professor, tenure-track positions subject to budgetary approval. Ph.D. in any area of computer science, or equivalent. Teaching and research in computing science. Salary commensurate with qualifications and experience. Send curriculum vitae and names of 3 references to Dr. K. Dunn, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., B3H 4H8. Appointment July 1, 1984. Deadline when the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

UNIVERSITY OF MANITOBA. Faculty of Dentistry. Periodontology. Applications are invited for a full-time probationary position, at the rank of Assistant or Associate Professor, in the Section of Periodontology. Applicants should have graduate training in Periodontics and be eligible to sit the examinations of the Royal College of Dentists (Canada). Responsibilities will include didactic teaching and clinical supervision of both graduate and undergraduate programs. Salary and academic rank commensurate with qualifications and experience. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries, current curriculum vitae and the names of three referees, should be submitted prior to October 31, 1983 to: Dr. S.M. Borden, Head, Department of Stomatology, 780 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

ECONOMICS

UNIVERSITY OF VICTORIA. Department of Economics. Position for a Regular Full-Time Assistant Professor. Applications are invited to fill a regular full-time Assistant Professor position effective July 1, 1984. Candidates should hold a Ph.D. in Economics and specialization in Econometrics and/or Mathematical Economics. Canadian immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications to: Dr. K.L. Avio, Chair, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Closing date for applications is November 30, 1983.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Regional Economics. The Economics Department is seeking to fill a full-time probationary position (tenure-track) beginning July 1, 1984. The candidate will be expected to: 1) perform research; 2) supervise masters students; 3) teach undergraduate and graduate courses primarily in regional economics. Candidates should have received the Ph.D. or be in residence in a doctoral programme close to the completion of the degree. Appointment will be made at the Assistant Professor level. Applications including a C.V. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service 45555, Fredericton, N.B. E3B 6E5, not later than Oct. 31, 1983. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1984. Applicants for the position should have a Ph.D. (completed or near completion). The successful candidate will have a strong commitment to undergraduate teaching and research. The rank of the position is at the Assistant Professor level. Individuals with exceptional qualifications will be considered at a higher rank. The field of specialization is open. Applicants should send curriculum vitae and names of at least three referees to: Dr. R.W. Fenton, Department Personnel Committee, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Economics. Tenure-track (Assistant Professor) and Visitorship (rank open) for 1984-5. Fields of specialization open for tenure-track position. Applicants should send a curriculum vitae and three letters of reference by December 10, 1983 to: Prof. D.A.L. Auld, Chairman, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for one or more appointments in ranks commensurate with candidates' qualifications. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: International Economics, Labor Economics, Monetary Theory and Institutions. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to Dr. K.M. Bennett, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment, July 1, 1984. Closing date for receipt of applications, December 31, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Economics. The University of Alberta, Department of Economics, has at least one opening for a tenure-track appointment, commencing July 1, 1984. Rank is assistant professor. 1983 annual salary floor is $29,720. Ph.D. and relevant teaching and research experience are both important. Position is open to the best candidate, but a strong background in micro- or macroeconomics theory, and/or monetary economics, is preferred. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae and names of three references) to Dr. Melville L. McMillan, Acting Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31, 1983.

WILFRID LAURIER UNIVERSITY. Department of Economics. Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. Macroeconomics preferred but others considered. Positions offered subject to budget approval. Immigration policy states that "Only Canadians or permanent residents need apply for this position". Applications with curriculum vitae and names of three referees should be sent to Dr. John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

EDUCATION

ATHABASCA UNIVERSITY. Organizational Behaviour Area. Academic Co-ordinator. (tenure track). Athabasca University unique in Canada, specializes in distance education and offers Bachelor degrees in Administration, Arts and General Studies. There are currently over 10,000 course enrolments. Responsibilities: to co-ordinate the delivery of undergraduate courses relevant to Administrative Principles, Personnel Administration and Organizational Behaviour. To work with a team of course designers in planning, developing and revising this stream of courses. To engage in related research. Qualifications: Ph.D. or DBA preferred. Will consider candidates with MBA and substantial experience. Background in adult and/or professional education an asset. Salary: dependent on qualifications and experience: Assistant Professor equivalent $31,140 to $42,324. Associate Professor equivalent $39,204 to $53,388. Full Professor equivalent $49,428 to $59,940. The University will be relocating to its new facilities in the town of Athabasca, 85 miles north of Edmonton in the autumn of 1984. Competition remains open until suitable candidate is found. Reply with résumé and the names of at least three referees to: Co-ordinator of Recruitment, Athabasca University, 12352 - 149 Street, Edmonton, Alberta, T5V 1G9.

ENGINEERING

UNIVERSITY OF MANITOBA. Mechanical Engineering. A tenure-track faculty position at the rank of Assistant or Associate Professor is available, commencing January 1, 1984, or by arrangement, in the Applied Mechanics Division, Department of Mechanical Engineering, University of Manitoba. Applicants should have a Ph.D. or equivalent in Mechanical Engineering or Engineering Mechanics as well as a good working knowledge of the finite element method as applied to design. Duties will include undergraduate and graduate teaching and research in Applied Mechanics as well as participation in the development of computer-aided design (CAD) in the department. Salary will be commensurate with rank and qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Forward application and résumé with the names of at least two referees to: Dr. J.R. Cahoon, Professor and Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Civil Engineering. Applications are invited for a tenure-track faculty position in the field of Transportation Engineering. The successful applicant will be expected to teach undergraduate courses in transportation systems and pavement design, and to develop graduate courses and research in his area of expertise. Salary and rank are dependent upon qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a résumé and names of three references, should be sent to: Dr. O.H. Waller, Head, Department of Civil Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

McMASTER UNIVERSITY. Mechanical Engineering. Applications are invited for a tenure-track appointment in Manufacturing Engineering. This position is open at the Associate or Full Professor level; the successful applicant will be expected to provide leadership to the instructional and research programmes in Manufacturing Engineering, and to teach at the graduate and undergraduate level in manufacturing engineering and control theory. It is essential that the successful candidate have a strong research record and the background and experience which would facilitate research collaboration with industry. The existing research facilities are among the best in Canada and include a combined Robotics and Numerically Controlled Machines Laboratory, a Metals Removal Laboratory, and a high speed routing machine which is fully instrumented for research purposes. Salary and rank will be commensurate with experience and qualifications, but it is expected that the appointment will be made at a senior level. The appointment will be made in accordance with Canadian immigration regulations and this advertisement is directed to Candian citizens and permanent residents. Applications will be considered until the position is filled. Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referees to Dr. J.H.T. Wade, Chairman, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

THE UNIVERSITY OF BRITISH COLUMBIA. Electrical Engineering. The Department of Electrical Engineering of the University of British Columbia invites applications for positions at the Assistant and possibly Associate Professor level in the following areas: Digital Systems and Related areas; Integrated Electronics, including Microwave Integrated Circuits; Computer Applications to industrial processes. Qualifications include a Ph.D. and strong commitment to teaching and research. Industrial experience would also be an asset. In accordance with the Canadian immigration requirements, this is directed, in the first instance, to Canadian citizens and permanent residents. Please address all correspondence to: Head, Department of Electrical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF MANITOBA. Industrial Engineering. A tenure-track faculty position at the rank of assistant, associate or full professor is available commencing January 1, 1984 or by arrangement with the Industrial Engineering Group, Department of Mechanical Engineering, University of Manitoba. A Ph.D. or equivalent is necessary, with research or industrial experience in manufacturing, robotics, methods engineering or production control. A knowledge of computer applications for these areas is desirable. Duties are teaching undergraduate and graduate courses in industrial engineering and to initiate and conduct research in the applicant's area of interest. Interaction with local industry is also expected. Salary will be commensurate with rank and qualifications. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send application with résumé and at least two letters of reference to: Dr. J.R. Cahoon, Professor and Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

McMASTER UNIVERSITY. Department of Electrical and Computer Engineering. Two tenurable faculty positions at the Assistant Professor, or in an exceptional case, at the Associate Professor rank are available effective July 1, 1984 (or January 1, 1984 if possible). For the selected candidates, the salaries will be set commensurate with qualifications and experience. Candidates must have a doctorate in electrical or computer engineering in addition to demonstrated research and teaching abilities. One of the vacancies is in the area of computer and digital systems, whereas for the other, expertise is required in one or more of the following areas: (a) electronic devices, (b) computer communication, or (c) digital control. Résumés, including the names and addresses of three referees, should be addressed to Dr. Naresh K. Sinha, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Canada, L8S 4L7. Closing date is November 13, 1983.

UNIVERSITY OF OTTAWA. Faculty of Science and Engineering. Engineering Management Program. Applications are invited for appointment in a recently introduced Engineering Management Program. This will be a tenure-track position at the Assistant Professorial level. Duties will include teaching, research, and active involvement in the further development of the Program. Candidates should hold a doctoral degree, preferably in industrial engineering, or in a closely related field. Industrial experience will be considered as a significant advantage. Applications including curriculum vitae and names of three referees should be addressed to Dr. A.S. Krausz, Director, Engineering Management Program, University of Ottawa, Ottawa, Ontario, K1N 6N5. Bilingual candidates are preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Chemical Engineering. Applications are invited for a tenure-track appointment as Assistant Professor. In addition to teaching, the appointee will be expected to develop a vigorous research program in a department with a high level of research activity. The research specialization required for this position is to be in the general area of chemical reaction engineering. Salary within this academic rank commensurate with qualifications. Appointment open until

filled. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. Send résumé, elaboration of research interests and names of three references to Dr. M.R. Kamal, Chairman, Department of Chemical Engineering, McGill University, 3480 University Street, Montreal, Quebec, Canada, H3A 2A7.

ENGINEERING SANITARY

UNIVERSITY OF MANITOBA. Department of Civil Engineering. Applications are invited from individuals with a proven research record in Sanitary Engineering. A Ph.D. or equivalent is required. Well equipped, modern and spacious sanitary engineering laboratories are available for experimentally inclined researchers. The university encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be forwarded to: D.H. Shields, P.Eng., Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is October 31, 1983.

ENGLISH

UNIVERSITY OF WINDSOR. English. Applications are invited for a tenure-track appointment subject to budgetary approval, rank and salary commensurate with qualifications and experience, effective 1 July 1984. We are seeking a specialist, preferably in Shakespeare and Renaissance literature or the Romantics, to teach at graduate and undergraduate levels. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Applications, with a curriculum vitae and the names of three referees, should be addressed to Dr. John F. Sullivan, chairman of the Appointments Committee, Department of English, University of Windsor, Windsor, Ontario, N9B 3P4.

FAMILY STUDIES

UNIVERSITY OF GUELPH. Department of Family Studies. Assistant Professor, tenure-track. Doctoral degree in social science, approved supervision credentials in marital and family therapy and some social work or family therapy experience are required qualifications. Undergraduate teaching will include supervision of an undergraduate field-palcement course; graduate teaching and research are intended to be within the field of marital and family therapy, and possibly, human sexuality. Candidates should have an interest in working within a multidisciplinary environment. Salary will be related to qualifications and experience. Applications, including C.V. and the names of three referees should be addressed to Dr. J.E. Miles, Acting Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence January 1, 1984 or later. Position is open until filled and subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE/MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in quantitative/management science. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following areas: (1) information systems, (2) computer science, and (3) data processing. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1984. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780.

FORESTRY

UNIVERSITY OF TORONTO. Faculty of Forestry. Silviculture and Forest Biology. Applications are invited for a tenure-stream position in Silviculture and Forest Biology. The successful applicant will be responsible for teaching undergraduate and graduate courses in the areas of forest biology, silvics and silviculture. Other duties will include graduate student supervision, administrative responsibilities, and initiating research in silviculture and related forest biology. Research interest in the silviculture of eastern Canadian species is desirable. Postgraduate qualification at the Ph.D. level in silviculture or a related discipline is required; previous teaching and research experience are desirable. The appointment will be made at the assistant professor level and salary will be commensurate with the qualifications and experience of the successful applicant. Proposed appointment date is July 1, 1984. Application deadline is November 30, 1983. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of refererence. These should be submitted to: The Chairman, Silviculture Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

GEOLOGY

UNIVERSITY OF SASKATCHEWAN. Geology. Geophysicist. Subject to final budgetary approval, the Department of Geological Sciences will have a new tenurable position in geophysics available July 1, 1984. Applicants should hold, or be about to receive, the Ph.D. or equivalent degree. They will be expected to teach undergraduate and graduate courses in geophysics and to build and maintain a vigorous research program. Excellent research opportunities exist in crustal and exploration seismology and in all fields of mining geophysics. The department, to occupy a new building in 1985, already has well-equipped geophysical and data-processing facilities. Applicants should send a letter outlining their teaching and research goals, accompanied by a full curriculum vitae including the names of at least three referees, to Dr. W.G.E. Caldwell, Head, Department of Geological Sciences, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

HISTORY

UNIVERSITY OF TORONTO. Department of History. Mellon Professorship in the Humanities: History of International Relations. The Department of History at the University of Toronto seeks applications for a tenure-track appointment at an appropriate level on the assistant professor scale. Applicants must have a Ph.D., preferably with teaching experience. The appointment will be made in the History of International Relations, specifically the continental European system in the nineteenth and twentieth centuries. Applicants should have an ongoing research interest in this field as well as a competence to teach survey and advanced undergraduate courses in Modern Western and Central European History. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. The salary will be commensurate with qualifications and experience. Closing date for applicatons is 15 November, 1983. Appointment begins 1 July, 1984. Send curriculum vitae, dossier, and ask three referees to write on your behalf to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

HISTORY OF MATHEMATICS

UNIVERSITY OF TORONTO. History of Mathematics. The Institute for the History and Philosophy of Science and Technology invites applications for a tenure-track position to begin July 1, 1984. Candidates must have a Ph.D. or its equivalent and a strong record of scholarly publications. The Institute seeks as its first choice someone whose work concentrates on aspects of eighteenth or nineteenth century mathematics which are closely related to the history of physics. We will also consider applicants concentrating in the scientific revolution or in ancient mathematics. Applications, including curriculum vitae and names of at least two references should be sent to Prof. J.Z. Buchwald, Institute for the History and Philosophy of Science and Technology, Victoria College, 73 Queen's Park Crescent East, University of Toronto, Toronto, Ontario, M5S 1K7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY. School of International Affairs. The Norman Paterson School of International Affairs invites applications for one or more tenure-track appointments, subject to budgetary approval, for the academic year 1984-85 or 1985-86 at the rank of Assistant Professor. Ph.D. or equivalent required. One position is in the field of global and regional political economy, and requires expertise in international economics. The other position is in the field of development, and specialized knowledge of the political economy of North-South relations and newly industrializing countries is desirable. Applications, including curriculum vitae and names of at least three referees, should be made to: Brian W. Tomlin, Director, the Norman Paterson School of International Affairs, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

UNIVERSITY OF ST. JEROME'S COLLEGE. Italian. Applications are invited for the position of Assistant Professor in Italian. Qualifications required: Ph.D. or equivalent; high scholarly promise; and most important, teaching effectiveness with undergraduate students in regular programs and with mature students in extension courses. Starting date of appointment: July 1, 1984. Salary: Assistant Floor, $25,300, negotiable according to experience. Applications should be mailed to: Dr. Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF BRITISH COLUMBIA. Law. Applications are invited for a full-time tenure-track position in the Faculty of Law commencing 1 July, 1984, subject to budget approval by the University. Applicants should have an established reputation in the areas of corporate and commercial law. Salary and rank will be commensurate with qualifications and experience. Applicants should hold an LL.M. or equivalent degree, and additional graduate work, practice or equivalent experience is highly desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be addressed to Dean Peter Burns, Faculty of Law, The University of British Columbia, 1822 East Mall, Vancouver, B.C., V6T 1Y1. Closing date for applications is 31 January, 1984. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF OTTAWA. Faculty of Law. Applications are invited for full-time teaching positions in the Common Law Section from July 1, 1984, subject to budget approval by the University. No particular area of law is preferred. Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be addressed to Dean A.W.R. Carrothers, Faculty of Law (Common Law Section), University of Ottawa, Ottawa, Ontario, K1N 6N5. Applications are particularly invited from persons competent to offer Common Law instruction in the French language.

UNIVERSITE D'OTTAWA. Faculté de droit. Postes d'enseignement à temps plein dans la Section de 'Common Law', le juillet 1984, sous réserve d'approbation budgétaire. Aucune spécialisation en droit n'est privilégiée. Le salaire et le statut professoral à déterminer selon la compétence et l'expérience. Conformément aux exigences du Ministère d'Emploi et Immigration Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Soumettre votre demande à: Monsieur A.W.R. Carrothers, doyen, Faculté de droit, Section de Common Law, Université d'Ottawa, Ottawa, (Ontario), K1N 6N5. Nous sollicitons plus particulièrement la candidature de juristes compétents en langue française pour enseigner la 'common law' dans cette langue.

MANAGEMENT

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for two teaching positions in the Department of Management. Rank is open. Salary is competitive. Duties include the teaching of Policy/Social Issues, Organizational Behaviour/Organizational Theory, or Personnel/Industrial Relations. The effective date of the appointments is September 1, 1984. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should be directed to Dr. Shripad Pendse, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a tenure-stream position (rank open), subject to University approval,

available July 1984. The position is open for applicants holding a doctorate degree (or nearly completed), and who have proven research capability. Principal teaching duties will be in Marketing at both introductory and advanced level in the MBA Program and the senior undergraduate program. Salary will be competitive depending on qualifications and experience. Interested applicants should write, enclosing résumé and three reference letters to: Dean D.J. Tigert, Faculty of Management Studies, 246 Bloor St. West, Toronto, Ontario, M5S 1V4. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position at the Assistant Professor level starting July 1, 1984. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Applications in Applied Mathematics are preferred, but outstanding applicants in any area will be seriously considered. Starting salary approximately $31,000 per annum. Send vitae and arrange for three letters of reference to be sent to: J.W. Macki, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is December 1, 1983.

UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Department of Mathematics at the University of British Columbia expects to have a number of post-doctoral fellowships, sessional lectureships and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1984, subject to the availability of funds. A Ph.D. in Mathematics and University teaching experience are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including C.V. and names of references, should be sent to R.A. Restrepo, Acting Head, Department ot Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position at the level of assistant professor commencing July 1, 1984. Requirements are a Ph.D. in mathematics and excellence in research and teaching. Duties include teaching and research. For this position, ability to teach in English and French is a requirement for tenure. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: M. Déruaz, Chairman, Department of Mathematics, University of Ottawa, Ottawa, Ontario, K1N 9B4. The closing date is December 31, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

ALBERTA CANCER BOARD. Internist. The Division of Medical Oncology, Department of Medicine, Faculty of Medicine, University of Alberta and the Cross Cancer Institute require an Oncology Sub-Specialist for consultative, teaching, research and service duties within, primarily, the Cross Cancer Institute. The salary, in excess of $50,000 per annum, is negotiable depending upon qualifications. The incumbent would be expected to qualify for an appropriate academic rank. The Univeristy of Alberta and the Alberta Cancer Board are equal opportunity employers, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, names of three referees, and an outline of research interests should be sent by November 1, 1983 to: Dr. T.A. McPherson, Director, Department of Medicine, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, Canada, T6G 1Z2.

THE UNIVERSITY OF ALBERTA. Clinical Hematology. Full time position in the Division of Hematology, University of Alberta. The successful candidate will be expected to develop and carry on an independent laboratory research program in association with clinical academic duties. Candidates with interest in immunology of hematologic malignancies or coagulation will be favored. Opportunities will be available to participate in educational activities of the Division in the practice of general clinical hematology. Appointments will be at rank commensurate with qualifications of assistant professor to professor. Current salary ranges: Assistant $29,720 - $41,820; Associate $37,420 - $53,658; Full $48,010 - up. Candidates will also have rights to private practice up to a ceiling. Applicants are expected to hold an F.R.C.P. (C) with a sub-speciality in hematology. Applications accepted until December 1, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If no suitable qualified Canadian is available, this position may be offered to citizens of other countries. Direct applications to: Dr. Neil MacDonald, Acting Director, Division of Hematology, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6G 1Z2.

McGILL UNIVERSITY. McGill Cancer Centre. Research Associate position available immediately. Ph.D. required and at least three years of experience in the following areas: Structure and biosynthesis of membrane glycoproteins, metabolism of polyprenols and their role in biosynthesis of glycoproteins and polysaccharides in unicellular and multicellular organisms, use of inhibitors and sugar analogs in glycosylation reactions. In attendance with Canadian immigration regulations, preference will be given to Canadian citizens and landed immigrants. Send application, curriculum vitae and names of three referees to: Dr. Annette Herscovics, Associate Professor, McGill Cancer Centre, 3655 Drummond Street, Montreal, P.O., Canada, H3G 1Y6.

ALBERTA CANCER BOARD. Research Scholar. The Division of Medical Oncology, Department of Medicine, Faculty of Medicine, University of Alberta and the Cross Cancer Institute invite applications for a position as research scholar at the assistant/associate professor level. The position, funded through an external agency, will have a salary range of $29,720 to $53,658 per annum and the incumbent will enjoy the privileges of appropriate University academic rank. A Ph.D. or M.D. is required with preference given to candidates with experience related to human oncology. The appointee will have demonstrated the capacity to carry out independent research, and will be expected to establish an independent program and to interact with other investigators in basic and clinical research. The University of Alberta and the Alberta Cancer Board are equal opportunity employers but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, names of three referees, and an outline of research interests should be sent by November 1, 1983 to: Dr. T.A. McPherson, Director, Department of Medicine, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, Canada, T6G 1Z2.

NATIVE COUNSELLING

THE UNIVERSITY OF MANITOBA. Native Counselling. The University of Manitoba Access Program and the Special Premedical Studies Program require e Counsellor for its students. These programs provide opportunities for northern residents and Manitobans of Native Indian ancestry to obtain university training in several academic and professional areas. The Counsellor will be required to provide individual and family counselling to students and their dependents. Other responslbilities will include teaching and research, organizing and conducting group workshops, recruitment (some travel involved) and selection of new students and other duties as assigned. Qualifications: Minimum Master's degree in Counselling or related field. Experience with Native students in an academic setting is desirable. Rank: Lecturer. Salary: Within the contractual scale and depending on qualifications and experience. This is a contingent academic position supported by the Northlands Agreement and the Government of Manitoba. Please apply, including a full résumé and the names and telephone numbers of three references to: Dr. Deo H. Poonwassie, Director, UMAP/SPSP, 503 University Centre, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Application deadline is October 31, 1983. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NEUROSCIENCES

UNIVERSITY OF BRITISH COLUMBIA. Neurosciences. The Kinsmen Laboratory (Department of Psychiatry, U.B.C.) invites applications from outstanding individuals with a commitment to excellence in research and teaching in neuroscience for one or two tenure-track positions. Each appointee will be expected to develop an independent research program in an emerging field of neuroscience. Applicants should have a Ph.D. and/or M.D. degree and have shown clear evidence of a capacity for productive original research. The laboratory offers excellent research facilities and collaborative, interdisciplinary research is encouraged, as is collaboration with clinical psychiatrists and neurologists. The laboratory is located in the psychiatric hospital; adjacent hospitals have research clinics in epilepsy, movement disorders and Alzheimer's disease, as well as a PET-NMR imaging centre. Applicants should send curriculum vitae, list of publications, a brief summary of research plan, and the names and addresses of three references to: Dr. E.G. McGeer, Division ot Neurological Sciences, Department ot Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canada employment and immigration regulations, priority for these positions will be given to Candian citizens and permanent residents.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY. Department of Oceanography. Biological Oceanographer. The Department of Oceanography, Dalhousie University invites applicatons for a full-time, tenure-track position as Assistant Professor of Oceanography. The appointment will take effect on July 1, 1984. Salary dependent on qualifications and experience. Applicants must possess Ph.D. and preferably post-doctoral experience. Specialists in marine microbiology, food chain dynamics, or other branches of quantitative biological oceanography are encouraged to apply. Candidates should submit a letter of application, curriculum vitae and letters from three referees to R.O. Fournier, Chairman, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4J1, before 31 October 1983. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents ot Canada.

PATHOLOGY

THE UNIVERSITY OF ALBERTA. Department of Pathology. The University of Alberta, Department of Pathology invites applications for a position as Research Scholar at Assistant/Associate Professor ($27,720 - $39,820; $35,420 - $51,658) rank. The successful candidate must have M.D. and/or Ph.D. degree(s). Preference will be given to investigators who have training in the area of clinical biochemistry and who have demonstrated outstanding potential for an independent research career. This position will be long-term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. Candidates should forward their curriculum vitae, outlines of their research interests and names of three references to Dr. T.K. Shnitka, Chairman, Department of Pathology, The University of Alberta, Edmonton, Alberta, T6G 2H7. Closing date: December 1, 1983. The University of Alberta is an equal opportunity employer, but in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

PHARMACY

UNIVERSITY OF MANITOBA. Faculty of Pharmacy. Clinical Pharmacy Position. Applications are invited for a joint appointment in the Faculty of Pharmacy and St. Boniface General Hospital. Candidates should have a Pharm.D., or other suitable qualifications with training and experience in Clinical Pharmacy. The faculty appointment will be up to the rank of Assistant Professor and the hospital component will have the rank of Clinical Pharmacy Instructor. The successful applicant will participate in courses in Clinical Pharmacy and Therapeutics and will serve as a Clinical Pharmacy practitioner in St. Boniface General Hospital. An interest or experience in drug information service or computers would be an advantage. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position available July 1st, 1984. Applicants should include in their application a curriculum vitae and the names of three referees. Send correspondence to: Dr. J.W. Steele, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

PHYSICS

UNIVERSITY OF WATERLOO. Department ot Physics. Applications are being accepted for Post-doctoral Fellowships at University of Waterloo. The Department of Physics is offering several post-doctoral tellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a résumé and names of 3 references to Prof. F.W. Boswell, Department of Physics, University ot Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

UNIVERSITY OF TORONTO. Psychology. The University of Toronto, St. George Campus, has an opening for a tenure stream position in developmental psychology. The candidate should have a proven record of research dealing with developmental issues. We are looking for someone who has demonstrated excellence in research and teaching. Send CV and three letters of recommendation to Chairman, Search Committee, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. The deadline for applications is November 15, 1983. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University anticipates making preliminary appointments (tenure-track) commencing July 1, 1984. These will probably be at the rank of Assistant Professor. A completed Ph.D. in psychology is required, as is evidence of a dynamic commitment to research, scholarship, and excellence in teaching. Successful candidates will enhance existing departmental research

BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, Bag Service No. 45555, Fredericton, New Brunswick, Canada, E3B 6E5.

UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has an opening for a tenure-track appointment, commencing July 1, 1984. Rank is assistant to mid-associate professor. 1983 annual salary floor is $29,720 for assistant and $37,420 for associate professors. Ph.D. and previous teaching experience are required. A strong research record in microeconomic theory with concentration in information economics, decision theory and/or mathematical economics is sought. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Send applications (including complete curriculum vitae and names of three references) to Dr. Melville L. McMillan, Acting Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31st, 1983.

UNIVERSITY OF SASKATCHEWAN. Department of Anaesthesia. Locum tenens anaesthetists required for an academic position at the University of Saskatchewan in Saskatoon. Applicants must be prepared to participate in teaching and clinical practice functions in the department. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a full curriculum vitae together with the names and addresses of three referees to: Dr. C.J. Kilduff, Head, Department of Anaesthesia, University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0. Phone: 306-343-3694.

UNIVERSITY OF SASKATCHEWAN. Department of Anaesthesia. A position is available for a full-time anaesthetist at the University of Saskatchewan, Saskatoon, Saskatchewan. The applicant must be certified by the Royal College of Physicians and Surgeons of Canada. The position level and salary commensurate with qualifications and academic background. Both men and women are encouraged to reply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a full curriculum vitae together with the names and addresses of three referees to: Dr. C.J. Kilduff, Head, Department of Anaesthesia, University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0. Phone: 306-343-3694.

LUDWIG INSTITUTE FOR CANCER RESEARCH. Postdoctoral position — geneticists with interest in toxicology or carcinogenesis are invited to apply for position at the Ludwig Institute for Cancer Research in a group which is developing new techniques for studying the relations between cancer rates and diet. Send curriculum vitae and names of 3 referees to Dr. J.A. Heddle, Ludwig Institute for Cancer Research, Toronto Branch, 9 Earl Street, Toronto, Ontario, M4Y 1M4.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Special Education. The Ontario Institute for Studies in Education invites applications for a senior level tenure-stream position at the rank of Associate or Full Professor in the Department of Special Education beginning July or September 1984. Applicants should have a substantial record in scholarly research and publication, experience in graduate teaching and thesis supervision, the ability to work in the field in co-operation with personnel in the school system, a program of research in one or more areas of learning disability, and should have developed the application of the area(s) to educational practice. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. Those interested should apply by providing a letter and a curriculum vitae along with the names of at least three referees. The deadline for applications is November 30, 1983. Please address communications to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

THE UNIVERSITY OF WESTERN ONTARIO. Medicine. Microbiology and Immunology. Bacteriologist. Applications are invited for a limited term position, effective July 1, 1984, as Assistant Professor in the Department of Microbiology and Immunology. Applicants should have a Ph.D. and Post-Doctoral training in microbial biochemistry or biochemical aspects of microbial structure. Applicants must have demonstrated continuous ability to conduct and publish original, independent research. The deadline for applications is December 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is an equal opportunity employer. Address correspondence to: Dr. N.R. Sinclair, Chairman, Department of Microbiology and Immunology, University of Western Ontario, London, Ontario, N6A 5C1. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Assistant Professor. Serious consideration will be given to applicants with a Ph.D.* (or expected in 1984) who are expected to establish themselves as good teachers. Field of specialization, within Economics, is not of decisive importance. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions. Any candidate who has not completed his or her Ph.D.* at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, some research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is November 14, 1983. An Equal Opportunity Employer. *or equivalent qualification

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Instructor. Work towards Ph.D.* desirable, but MA's* considered. Excellence in teaching is required. These positions are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the Ph.D.* may be appointed at the rank of Lecturer, and any candidate with a completed Ph.D.* is eligible for appointment at the rank of Assistant Professor. The limited term nature of the position will not be changed by appointment at a rank other than Instructor. Duties include teaching various undergraduate courses in economics including Principles of Economics. Salary floor $16,000. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is February 14, 1984. An Equal Opportunity Employer. *or equivalent qualification

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Economics. Assistant, Associate or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D.* (or expected in 1984) who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered seriously. Candidates for senior positions must be scholars of international reputation, and good teachers. At this level preference will be given to applicants whose fields of interest include Economic Theory and Mathematical Economics. These positions are open to both men and women, and the Associate or Full Professor position in Economic Theory is open to applicants of all nationalities. In the case of all other positions, and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. These are tenure-track positions. Appointments at the rank of Associate and Full Professor may be made with tenure from the outset. Any candidate who has not completed his or her Ph.D.* at the time of taking up his or her appointment will be appointed initially at the rank of Lecturer. Duties include undergraduate and graduate teaching, research supervision, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointment effective July 1, 1984. Positions subject to budgetary approval. Closing date for receipt of applications is November 14, 1983. An Equal Opportunity Employer. *or equivalent qualification

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Psychology. University of Western Ontario, Department of Psychology invites applications for a tenure-track position at the Assistant or Associate level in any area of developmental psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae, copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Social Science. Psychology. University of Western Ontario, Department of Psychology invites applications for a tenure-track position at the Assistant or Associate level in adult clinical psychology with preference for health psychology. Evidence of outstanding research accomplishment or potential is essential. Subject to budgetary approval, appointment to commence July 1, 1984. Letters of application including a curriculum vitae; copies of recent publications and letters of reference should be addressed to Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

UNIVERSITY OF WESTERN ONTARIO. UNIVERSITY HOSPITAL. Pathologist — Locum Position. Applicant should hold F.R.C.P.(C) or equivalent in Anatomic Pathology. Experience teaching undergraduate medical students required as position a joint appointment (Assistant Professor) Faculty of Medicine, University of Western Ontario. Two-year appointment, effective immediately. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants must have qualifications permitting medical registration in Province of Ontario. Application with full curriculum vitae to: Malcolm D. Silver, M.D., Chairman, Department of Pathology, Health Sciences Centre, University of Western Ontario, London, Ontario, N6A 5C1.

UNIVERSITY OF WESTERN ONTARIO. UNIVERSITY HOSPITAL. Neuropathologist. Applicant should hold F.R.C.P.(C) or equivalent in Neuropathology. Required to develop an independent research programme and to do diagnostic work, residency training, and undergraduate training. Applicant must be receiving personal support from a granting agency. Position a joint appointment (Assistant Professor), Faculty of Medicine, University of Western Ontario (Limited Term appointment). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants must have qualifications permitting medical registration in Province of Ontario. Application with full curriculum vitae to: Malcolm D. Silver, M.D., Chairman, Department of Pathology, University of Western Ontario, London, Ontario, N6A 5C1.

ATHABASCA UNIVERSITY. Economics. Course Co-ordinator (tenure-track). Athabasca University, unique in Canada, specializes in distance education offering Bachelor degrees in Arts, Administrative and General Studies. Duties: Responsible for the development and delivery of courses in Economic Theory, Labour or Industrial Economics, Public Policy. The successful applicant will be someone who enjoys working as part of a team to produce and deliver effective courses for newly developing program areas in Economics, Labour Studies, Canadian Studies and Administrative Studies. Qualifications: Ph.D. strongly preferred. ABD candidates with strong research & teaching skills may be considered. Research or teaching experience in Canadian context is strongly preferred. Salary: $31,140 to $42,324 (assistant professor equivalent); $39,204 to $53,388 (associate professor equivalent); $49,428 to $59,940 (full professor equivalent). Start date negotiable. Reply to Co-ordinator of Recruitment, Athabasca University, 12352 — 149 Street, Edmonton, Alberta, T5V 1G9. Athabasca University will be relocating to the Town of Athabasca, 85 miles north of Edmonton. This move will be completed by the autumn of 1984. In accordance with Canadian Immigration law, this competition is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH. Department of Physics. Two POF positions in 3MV accelerator group: one in PIXE analysis: one in RBS. Details from Professor J.L. Campbell, Physics Department, University of Guelph, Guelph, Ontario, N1G 2W1.

The University of Manitoba
Department of Actuarial and Management Sciences

DEPARTMENT HEAD

Applications are invited for the position of Head of the Department of Actuarial and Management Sciences of the University of Manitoba. The department consists of nine full-time faculty members. Its actuarial program is one of the oldest and best established in Canada. The department has recently changed its name to include management science and its programs in operations research and management science are young and developing.

The ideal candidate will have a Ph.D. in the management sciences with a strong background in empirical and applied research and demonstrated effectiveness as a teacher. He or she will have the ability to lead a small and dynamic academic unit through a change in emphasis.

This appointment will be at a senior academic level commencing July 1, 1984.

The University of Manitoba encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

Applications and inquiries should be directed to:

Dr. Weltar Good, Chairman, Advisory Committee,
Department of Actuarial and Management Sciences,
Faculty of Administrative Studies,
University of Manitoba, Winnipeg, Manitoba R3T 2N2

strengths and tulfill identified teaching needs. Of priority are the general areas of social aspects of human behaviour, psychological testing and individual differences, quantitative methods, developmental neuropsychology, behavioural medicine, and perception, although exceptional candidates in all non-clinical areas will receive serious consideration. In making these appointments the department will maintain a balance of applied (non-clinical) and theoretical/experimental interests. Letters of application, a curriculum vitae, selected reprints and preprints, and the names and addresses of three persons familiar with the applicant's abilities and potential should be sent to Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration policy, this advertisement is directed to Candian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Cognitive Psychology at the assistant professor level. Any specialty area within Cognitive Psychology will be considered. A Ph.D. in Psychology is required, and candidates must have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of student research. The salary is competitive. Appointment will commence either July 1 or September 1, 1984. Applicants should submit a complete vitae and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters of recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by December 15, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Social Psychology. This position is a two-year sabbatical replacement and the appointment will be made at the assistant professor level. Any specialty area within Social Psychology will be considered. A Ph.D. in Psychology is required, and candidates must have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of student research. The salary is competitive. Appointment will commence either July 1 or September 1, 1984. Applicants should submit a complete vitae and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters of recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by December 15, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Clinical Psychology at the assistant professor level. Any specialty area within Clinical Psychology will be considered. A Ph.D. in Psychology is required, and candidates must have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of both student research and clinical activities. The salary is competitive. Appointment will commence either July 1 or September 1, 1984. Applicants should submit a complete vitae and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters of recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by December 15, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for anticipated openings in Industrial/Organizational Psychology, rank open. Any specialty area within I/O Psychology will be considered. A Ph.D. is required, and candidates must have a strong commitment to the development of an active research program. Responsibilities will include teaching at both the undergraduate and graduate levels and supervision of student research. The positions offer a unique opportunity to participate in the development of a Ph.D. program in I/O Psychology as well as to contribute to an on-going Masters of Applied Science program in I/O Psychology. Applicants should submit a complete vitae and samples of scholarly work (e.g., reprints or preprints) and should arrange to have at least three letters of recommendation sent directly to Dr. Philip M. Merikle, Chairman, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. To ensure consideration all materials should be received by December 15, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIOLOGY

UNIVERSITY OF VICTORIA. Department of Sociology. Applications are invited for a full-time regular position in the Department of Sociology, University of Victoria at the Assistant Professor level to be filled 1 July 1984. Preferred teaching areas to include Leisure and some combination of the following: Research Methods, Family, Deviance, and Social Problems. Only Ph.D.s will be evaluated for this tenure-track position. Salary is competitive with other major Canadian universities. Please send curriculum vitae and names of three references by 30 November 1983 to: Stephen D. Webb, Acting Chairman, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian immigration requirements, this advertisements is directed in the first instance to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Sociology. The Department of Sociology expects to make a tenure-track appointment commencing 1st July or 1st August 1984 and may, subject to budgetary review, make either a second tenure-track appointment or a contractually-limited appointment commencing on the same dates. Preferred teaching and research areas for both positions are some combination of the following: Research Methods, Socio-Legal Studies, Mass Communications or Visual Sociology, Sociology of Science, Formal Organizations. Candidates of both sexes are equally encouraged to apply for appointment at the Assistant Professor rank in either position. Only Ph.D.'s will be evaluated for tenure-track appointment. Please send curriculum vitae and the names of three referees by November 30, 1983 to Professor Kathleen Herman, Chairholder, Appointments Committee, Department of Sociology. Queen's University, Kingston, Ontario, K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SPANISH

UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being accepted for the position of a faculty member in Spanish, in the Spanish American area. Qualifications include a Ph.D. in Spanish. Experience in language and literature with evidence of strong commitment to research. Duties include undergraduate teaching of language and literature courses, both Peninsular and Spanish American. Salary and rank are commensurate with qualifications and experience. Send applications to Dr. B. Thalman, Chairman, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1984. Position open until filled. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603.

LATE ADS

UNIVERSITY OF GUELPH. School of Engineering. One Assistant Professor, two-year contractually limited position available in the School of Engineering. Teaching in support of the area of Agricultural Engineering for the B.Sc. (Eng.), B.Sc. (Agr.), M.Sc. and Ph.D. programs, and the Diploma in Agriculture. Responsibilities include teaching undergraduate and graduate students the basics of thermodynamics and heat and mass transfer, and their application to mechanical, structural and biological systems with emphasis on thermal environmental engineering. An interest in research compatible with the School's thrust is desired. The emphasis should be in the area of environmental control engineering for agricultural and/or biological systems. Candidates should have a Ph.D. degree (or be near completion) with teaching and research experience. Industrial experience is desirable. The deadline for applications is 31 December, 1983; it is hoped that this position will be filled on 1st July, 1984 subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications including detailed curriculum vitae, and the names and addresses of three professional references should be directed to: Dr. J.C. Jofriet, P.Eng., Professor & Acting Director. School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF VICTORIA. Geography. Applications are invited for the following position: Assistant Professor, anticipated tenure-track position, contingent upon funding. July 1984. Ph.D. required. Seeking an individual with demonstrated ability to teach geology, air photo interpretation/remote sensing, and introductory geography courses. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Send application with curriculum vitae and names of three referees by 31 December 1983 to: Dr. W.R.D. Sewell, Chairman, Department of Geography, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2, Canada.

DALHOUSIE UNIVERSITY. English. The Department of English of Dalhousie University invites applications for two probationary tenure-track positions at the rank of Assistant professor commencing July 1, 1984. Preference will be given to applicants in the following fields: Eighteenth-Century Literature, The Romantic Period, Seventeenth-Century Non-Dramatic Literature, Twentieth-Century American Literature. The closing date for applications is January 15, 1984 Apply to: Professor Bruce Stovel, Chairman, Department of English, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Computer Science. The Computer Science Department is seeking applicants tor a tenure-track position. A Ph.D. in Compufer Science or a closely related discipline is required. Bilingualism (French or English) would be an asset. Applications will be received until the position is filled. To apply, send curriculum vitae and the names of three references to Dr. Jacques Raymond, Computer Science Department, University of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for a tenure-track position in clinical psychology at the Assistant Professor level beginning June 1 or September 1, 1984. Concordia's total student enrollment is 20,000. The Psychology Department, with 38 full-time faculty, offers the Ph.D. to 80 graduate students in eight major research areas and subscribes to the scientist-practitioner model in providing doctoral clinical training. Applicants should hold a Ph.D. in clinical psychology with a one-year doctoral internship or equivalent, and should have an active ongoing research program preferably, but not necessarily, in one of the following areas: sensory deficits or physical handicaps in general; aging; "at risk" populations; health psychology Salaries are competitive and commensurate with experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications will be accepted until position is filled. Send vitae, representative publications and at least three letters of reference to: Dr. Alex Schwartzman, Chairman, Search Committee, Department of Psychology, Concordia University, 1455 de Maisonneuve W., GM601, Montreal, Quebec, H3G 1M8.

UNIVERSITY OF GUELPH. College of Biological Science. Pre and post doctoral positions available for studies on the Molecular Biology of Ribosome Biogenesis in procaryotic and encaryotic systems and the involvement of mRNP particles in growth and differentiation. Stipends to $19,000. Teaching opportunities available. Please send curriculum vitae and names of three referees to: Professor Bruce H. Sells, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

DALHOUSIE UNIVERSITY. Faculty Position in Membrane Research. The Department of Pediatrics and the Atlantic Research Centre for Mental Retardation are seeking candidates for a tenure-track position in membrane research. The successful candidate would join an established group, and would have demonstrated or shown exceptional promise to carry out independent research. Candidates with a wide range of backgrounds and expertise will be considered, but preference will be given to someone with complementary interests in (i) the metabolism and/or physical chemistry of lipids and membranes; (ii) membrane and/or receptor cycling and interaction with endocytosis and lysosomal metabolism; or (iii) the use of biotechnology to explore the structure and function of mammalian cell membranes. Academic rank and salary are dependent on qualifications and experience. Deadline for receipt of applications is November 15, 1983. Interested candidates please send a curriculum vitae, a brief description of areas of interest and pretered career directions, salary expectations and the names of three referees to Dr. M.W. Spence, Atlantic Research Centre for Medical Retardation, Dalhousie University, Clinical Research Centre, 5849 University Avenue, Halifax, Nova Scotia, B3H 4H7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. School of Social Work Applications are invited for a one-year replacement as assistant professor, beginning in January 1984 with the possibility of a year's extension. A candidate with skills in social work practice, social policy analysis and research methodology is sought; substantive knowledge in the area of health care or child welfare is preferred. Qualifications: Doctorate with social work experience and competence in the critical application of research methods to practice. Send curriculum vitae with names of three references by October 31, 1983 to: Director, School of Social Work, McGill University, 3506 University St., Montreal, Quebec, H3A 2A7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration invites applications in: Accounting, Finance, Industrial Reletions including Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure-track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally assistant or associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is MBA with a good academic record. Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1984 or January 1, 1984 as convenient. Successful candidates will teach in

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